

# Annual report 2022 - 2023



## Contents

A message from our chair	p3
Equipping organisations	p5
A trusted partner	p7
Empowering society	p9
Faith and foodbanks	p10
Encouraging people	p12
Statement from the Chief Executives	p15
Future plans	p16
Financials	p17
Structure, Governance and Management	p19
Administrative details	p20
Report of the Independent Auditors	p21

“Thirtyone:eight give great support and advice. They have great resources and training options. Easy to use website and DBS check procedure. **I wouldn't hesitate to recommend Thirtyone:eight services to other organisations.**”

Graham Bayley, Newsong Community Church

# A message from our chair

**I'm pleased to present the annual report for Thirtyone:eight, highlighting our impactful work in safeguarding and creating safer environments.**

It was brilliant to see Thirtyone:eight featured in the Influence 100 List, ranking the top 100 most influential membership organisations in the UK. This recognition reflects the charity's 45-year track record of collaborating with member organisations to promote safety and safeguarding practices.

I was also greatly encouraged that the 'Positions of Trust' law has been extended to include faith leaders and sports coaches through the Police, Crime, Sentencing and Courts Act, marking a significant legislative victory for safeguarding children and young people. Thirtyone:eight's role in holding the Secretariat for the All-Party Parliamentary Group (APPG) for Safeguarding in Faith Communities and working with other organisations to campaign for this change gives me hope that more can be achieved to better protect children and young people.

The launch of the Roarry resource, Thirtyone:eight's child-friendly educational safeguarding resource is another exciting development, as it will help empower children to speak up and seek help when needed. Through engaging materials and biblical stories, Roarry reinforces the importance of using your voice to advocate for yourself and others.

Our advocacy work and governmental engagement has remained strong, allowing us to contribute to public policy discussions and influence legislative changes. Thirtyone:eight actively participates in government consultations, campaigns, and working groups to address safeguarding gaps. The wealth of webinars, resources, and updates continue to inform members about policy changes and equip them to advocate for reforms.



**Peter Wharrad**  
**Chair of Trustees**

Safeguarding Sunday continues to be a successful campaign, raising awareness and empowering church communities to prioritise safeguarding. With over 3,000 participating churches, the campaign has made a positive impact on understanding the importance of safeguarding, safer recruitment and training.

I extend my gratitude to our members, staff, and trustees for their dedication and support. Together, we have made a tangible difference in safeguarding, and I'm excited about our future endeavours. Let's continue championing justice and creating safer places for all.



80,000

Enhanced, Standard and Basic  
DBS checks processed this year.



5,276

calls to our Safeguarding Helpline.

“Thirtyone:eight are great, experienced, wonderful people, who care deeply about children and young people. Thirtyone:eight are an absolute gift to the church.”

Martin Saunders, Youthscape



3,000

Churches took part in our  
Safeguarding Sunday campaign.



10,656

workers trained in safeguarding.

“Every single church should be partnering with Thirtyone:eight. You literally can't do great ministry without them.”

Matt Summerfield, Zeo Church

“Having done a lot of safeguarding training over the years and usually coming out afterwards feeling weighed down, this training actually felt empowering and gave me confidence in dealing with a major safeguarding issue literally the day after the course finished!”

Training delegate



25 nations

represented at our Safeguarding in  
an international context training.



10,000

organisations we work with  
including 6,452 members.

# Equipping organisations

## We equip society with the knowledge and skills to create safer environments for children and adults at risk.

Over the past year we've supported organisations and individuals as they've adapted to changing circumstances and guidance.

Equipping organisations with the knowledge they need to make safer recruitment decisions about their workers remained one of our most relied upon services and we recorded over **80,000** Enhanced, Standard and Basic DBS checks this past year.

### What our customers say:



*Really great and efficient customer service.*

*Person was very helpful, knowledgeable and friendly.*



*My enquiry was dealt with quickly and easily, and I received the necessary form in an email almost immediately.*

*My enquiry was dealt with in a prompt and professional manner. Very helpful with instructions easily followed.*

## Levelling-up

One of the primary ways we work to level up organisational knowledge and awareness is through our safeguarding training. Our focus this year has been on developing our suite of online learning options including webinars and eLearning. Over the past year we've trained **10,656** safeguarding practitioners so they can feel more confident in their roles and responsibilities.

Our interactive webinars cover the full range of our training offer, delivered across day times, evenings and Saturdays. Our team of self-employed trainers remain committed and flexible alongside growing demand, and they have all grown in confidence in their ability to deliver webinars, many of them switching between host and co-host with ease and offering peer support for their own professional development.

Training has been intentional about producing training structures that are accessible to as many people as possible. This has included simplifying PowerPoint slides, producing transcripts and screen-reader accessible training resources and additional resources for delegates with visual and hearing impairments.

We've also brought in more interactive elements and re-worked several of our webinars so that they're relevant to regional variations in safeguarding legislation.



## International Safeguarding

We ran two bespoke versions of our Safeguarding in an International Context for organisations with representatives from **25** nations.

**Here's what some international safeguarding training delegates had to say:**

“

*A lot of useful resources were shared, it will take some time to process everything*

*I hope Thirtyone:eight will continue to develop their work in supporting international safeguarding.*

”



# A trusted partner



## General Assembly of Unitarian and Free Christian Churches

**Gavin Howell is the Safeguarding Lead for the General Assembly of Unitarian and Free Christian Churches. His role is to advise and support member congregations in safeguarding policy and practice. Gavin shares how membership with Thirtyone:eight is helping them rise to the challenges of safeguarding across their church networks.**

What made you approach Thirtyone:eight for membership?

We were looking for an honest and trusted partner to support the General Assembly and our member congregations in embedding best practice in everything we do. We wanted an organisation who was knowledgeable, credible and who understood faith communities and the challenges we face.

We also felt that safeguarding is something which is best developed when working in close collaboration with others. In a nutshell, we felt that alone we did not have the level of expertise needed to perform this important task well. We acknowledged our limitations and asked for help. I'm glad we did.

We've been members for several years now. During that time, I feel like we've learnt a lot and made good progress. We're certainly in a much better place in terms of having a more supportive culture as well as having appropriate arrangements in place. We've still areas we'd like to improve upon, however I'm confident we're moving in the right direction.

Were there any gaps in existing knowledge, awareness and training that you were looking to close?

For me, as a Safeguarding Lead, the one area I really wanted to understand better was the DBS checking procedure. I was at a training webinar, run by Thirtyone:eight, and the session leader explained how background checks are not an isolated standalone activity but an integral part of a wider safer recruitment process. What can I say... It was one of those moments when the penny dropped as I understood the procedure, for the first time, in its proper context.

Since then, using the tools and resources found in the members area of the Thirtyone:eight website, I've invested more time to understanding the different stages of the recruitment process and, importantly, how they relate to one another. I now appreciate, for instance, the relationship between the role description and the DBS checking procedure and how it's hard to apply for the correct type of check if recruiters are unclear on the role to be carried out.



**Gavin Howell**  
Safeguarding Lead





### What are the biggest safeguarding challenges you've faced?

Recruiting people to become church Safeguarding Leads. There's still quite a bit of fear out there regarding the potential consequences of getting things wrong and being held responsible. I think we need to reassure more and let potential office holders know that there's good support available.

Also, raising awareness of our need to recognise and support the needs of adults at risk. With some, there's still a perception that safeguarding is something that only requires attention if looking to run a children's group. In our context, given the make-up of our membership and the groups we're seeking to support inside and outside of our church communities, safeguarding adults at risk is something we need to understand better and ensure appropriate arrangements are put in place.

Increasing need and declining capacity. The impact of Covid-19 and the cost of living crisis have intensified a number of challenges. Committee meeting agendas feel very full right now. Put simply, it feels like there's more need than ever, both inside our congregations and our wider communities, with less capacity to address those needs well. So, given that context, how do we communicate our safeguarding message well so that congregations hear it, understand its significance and know how to respond well?

### How has Thirtyone:eight helped you navigating these challenges?

Our member congregations really value the helpline. It's a brilliant tool – a great starting point when seeking clarification, guidance or a second opinion. The staff are encouraging, empathetic and knowledgeable. Some safeguarding leads have found it particularly helpful to talk to someone in confidence from outside of their church setting. Indeed, some impartial external perspective and support has been a big help to some groups in navigating some tricky issues, involving powerful personalities, reasonably well.

They've also been excellent at signposting trustees and safeguarding leads to relevant training webinars, practice guides, model policies as well as supporting congregations with DBS applications. In particular, the training for trustees has really helped to make clear their responsibilities and those who have undertaken safeguarding leadership training report feeling 'equipped enough' to start having conversations around introducing/updating policies and procedures in their respective settings. So, lots of practical assistance, which is a big part of what's needed.



## Empowering society

**We empower society to respond appropriately to those who are vulnerable or have experienced abuse.**

Encouraging organisations to raise standards in safeguarding is integral to our mission. Once they have the knowledge, skills and tools needed to create safer places, we encourage them to create safer cultures for all.

Our Safeguarding Helpline continues to be a source of support and guidance to those working to protect vulnerable people. We received **5276** referrals over the past year.

**Our top three safeguarding referral subjects were:**

- Domestic Abuse
- Self-Harm
- Mental Health

**Here's what some of our callers had to say:**



*Despite having good safeguarding experience and processes in our team, having somewhere to go for more expert and definitive advice is incredibly helpful.*

*You inspire confidence in your teaching, advise and the professionalism and efficiency of our service.*

*Professional, kind, caring and listened really well. I am always so impressed by Thirtyone:eight. They go the extra mile to help and are so professional. Thank you.*

*I probably wouldn't have agreed to take on safeguarding lead role if I didn't know I had your support. Thank you!*



## The Trussell Trust



**Mark Ward is the Head of Safeguarding and Quality at the Trussell Trust, a charity that supports a nationwide network of food banks to help people living in poverty and a member organisation of Thirtyone:eight. Mark shares the complex issues faced by food bank staff and volunteers, the safeguarding challenges they encounter, and Thirtyone:eight's role in helping them navigate these challenges.**

We needed an umbrella organisation to help us with criminal record checks (DBS), so that was a very practical reason why we became a member organisation of Thirtyone:eight. We have several employees who carry out roles that need to have a check undertaken.

We also wanted to call the safeguarding helpline because our job is based on people, and a lot of the people that our organisation supports via the food banks that we support are in a difficult situation because they can't access food and income. As a result, it's entirely possible that a lot of those people might disclose to us. Our own staff are involved with people with lived experience of poverty as well so they may come into situations where they're having to deal with people who might make disclosures.

### Complicated lives

We recognise that our own staff have lives that are as complicated as everybody else's – they could have an issue too and we need to be able to help them. We don't have the internal expertise to do that, so advisors on Thirtyone:eight's safeguarding helpline gives us good advice as to what to do and whether a situation meets thresholds to report concerns. If not, they tell us who we might be able to help that person. That can be just as helpful. This gives us the support we need to make sure that we make as many correct decisions as we can.



Since we started, we've also developed a training aspect, where we incorporate Thirtyone:eight's safeguarding training into a format that that we and the food banks can use as context-specific, tailored training. This means that we can offer our network training that we wouldn't be able to offer them internally, we're kept up to date with all the changes in legislation, and takes into account that we work across all four nations of the UK as legislation varies.

## Changes in safeguarding awareness

When we look back, safeguarding wasn't seen in the same way that it is now. We arranged this training with Thirtyone:eight knowing that we didn't have a full knowledge base and wanted to have some expertise behind us to help us realise if an issue was important and how we could respond. We can talk to our account manager at Thirtyone:eight and say look we'd like to develop something along these lines now.

We had a discussion like that recently where a food bank with a lot of volunteers came to us struggling how to know how to do safeguarding training well, acknowledging that they needed it but that they couldn't find the best solution. So that has enabled us to have a conversation and it means that we'll be offering something to the whole network of food banks, with Thirtyone:eight's help.

## Cost of living crisis

The more the cost of living bites, the more people are ringing our own general helpline asking for help and saying things to the people that answer that they would have never said before because they're so desperate. Thirtyone:eight and another consultant helped us come up with a position where our helpline staff can recognise the concerns people are bringing to them and can then make referrals as they need. That's come about over the last six months because more and more people are finding themselves in desperate situations.

Because of the way the prices have gone up and there are people who can't keep up with them, it's taking people to a point where they're saying things which are much more worrying, and we need to know how to deal with that. Once they've calmed down, the position isn't as serious as we thought it might be. But we don't know that until we've been through it and have had support and guidance to help us with those types of scenarios.

It's useful to have Thirtyone:eight's support when we're trying to design things like that too so that if we've got a query that's specific to a project that we might be doing, we can go back to our account manager at Thirtyone:eight and say, have you come across this? How do you think we ought to go about it? And what safeguards should we be putting in place to enable us to do this?

## Spirituality, faith and foodbanks

One of the reasons that Thirtyone:eight came out as top of our list of organisations to work with is that understanding of the faith perspective. Many of our food banks either are part of faith organisations or were before they set themselves up as an independent charity. And even if they've set themselves up as an independent charity, quite a lot of the people who would have been involved previously within the face setting will still be involved within the independent charity setting too.

A faith organisation might be likely to want to give someone who has had a difficult past an opportunity to volunteer with them, because their faith talks about forgiveness and the ability to move forward. Charities considering this have to think carefully about how they might be able to place that person and make sure everyone is kept safe, including the person themselves. Ensuring there's guidance and a clear risk assessment and process in place is key. Being able to access tailored advice and support to figure out the best way forward is such a helpful part of our relationship with Thirtyone:eight.



# Encouraging people

**We encourage society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.**

## Public Policy

We work across all four of the UK parliaments to advocate and engage governments with best practice in safeguarding legislation. Our unique position as an independent, Christian and expert organisation allows us to speak into public policy with confidence. Our advocacy work ensures that our members' voice is heard when we seek to bring about tangible legislative, public policy and practice change. We provide webinars and resources to keep our members informed of policy and practice change, along with resources that enable them to use their voice to advocate our governments.

We participate in government consultations and campaign for new areas of legislation where gaps in existing provision have been identified. We successfully campaigned for the Westminster government to bring about changes in Position of Trust legislation and advocated the Stormont Assembly to bring about similar changes.

At Westminster, we hold the Secretariat for the All-Party Parliamentary Group on Safeguarding in Faith Communities, and at the Welsh Senedd and the Scottish Parliament we belong to cross-party groups. We sit on the Out of Schools Steering Group at the Department for Education, the Sibling Sexual Abuse working group at the Cross-Party Group for Adult Survivors of Sibling Sexual Abuse at Holyrood, and we engaged our members in successfully advocating the Westminster Parliament in relation to the Sex Offenders name Change Campaign.

We successfully informed legislative process in relation to Domestic Abuse and Violence against Women and Girls strategy at Stormont and the Single Unified Safeguarding Response proposal at the Welsh Senedd. In Westminster, we've informed parliamentary debate around Mandatory Reporting, safeguarding information sharing and statutory guidance in relation to Working Together to Safeguarding Children.

## Research

We're committed to being a learning organisation so we can support our members with high quality evidence-based practice. We work with academic institutions to research different areas of safeguarding practice, to inform our training, practice guidance, and the quality of the advice we give to our members. We share our learning by making findings accessible to wider audiences by publishing reports, journals and participating in seminars. We're committed to enabling everyone's voice to be heard in research. Where there are opportunities for people and organisations to participate via surveys, interviews and focus groups, we invite our members to do so.

We're also part of a consortium of universities and other organisations working on a large-scale research program funded by the Arts and Humanities Research Council. Within the program led by the University of Kent, Thirtyone:eight is leading a research study exploring engagement between statutory authorities and safeguarding leads in faith organisations.

## Safeguarding children and young people in international Christian work

Thirtyone:eight partnered with the Department of Psychology at the University of Chester to conduct research into the challenges of safeguarding children and young people in international Christian work.

The research highlighted the complexities and challenges of working in the international context and how working together is key to developing effective safeguarding practice.

The aim of this research was to see whether co-production is a solution to the challenges of safeguarding children and young people in international Christian work. In this context, co-production means working in partnership with local people, agencies and organisations.

The research was published in June 2022. Download the research report at: [www.onlinelibrary.wiley.com](http://www.onlinelibrary.wiley.com)

## Safeguarding Sunday 2022

Safeguarding Sunday is our annual campaign to help churches raise awareness of safeguarding in their church communities. Over **3,000** churches took part in Safeguarding Sunday 2022, and many of them told us that following the campaign there was:



- Greater understanding and awareness of safeguarding among members.
- People feeling able to disclose abuse for the first time.
- People prompted to volunteer for key safeguarding related vacancies and roles.
- Increased willingness and motivation by workers to complete safeguarding training and criminal record checks.

### Here's what participants had to say:



*We managed to recruit some people to do children's registration on Sunday when we were struggling.*

*We had people come and talk to us about historic abuse which they had never disclosed to anyone. The Sunday focus, they said, helped them feel supported. We were also so glad to know of their experiences and be able to offer them support.*

*The church leaders have identified that we will change our safeguarding structures as a matter of urgency and a member of the congregation came forward with an issue on child safeguarding that will now need to go to the police.*

*It made safeguarding sound everyday and accessible for people in the church, not a big, scary threatening thing, just a normal part of what we do, which is exactly how it should be.*

*Church council members have been more proactive in doing safeguarding training since the service.*



## New resources to teach children important safeguarding messages.

This year we launched a new child-friendly educational safeguarding resource. To help communicate key safeguarding message we created the character of Roarry the Lion, a friendly and trusted guide, helping children to navigate the dangers and learn important skills such as how to raise their voice, their 'roar' and speak up when things aren't right.

The recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) report conclude that 'empowering children and young people to talk about [abuse] and opening up discussions between them and a broad range of adults, is essential' but as an adult, knowing how to do this confidently with children can feel daunting. Where do you start? What do you include? How do you ensure you use language that children will understand?

Children's workers have been asking us for help to effectively communicate the messages in an appropriate and easy to understand way and wanted a range of high-quality resources they could use to do this.

With our knowledge and insight into the needs of these groups, we created a complete session plan that can be adapted for use with children aged 4–9, is flexible enough to suit a variety of settings and timings, and that delivers content in a fun and informative way. We worked with a focus group of children's and youth workers to help us develop the resources and help us make them as easy to use as possible. The resource pack contains a mixture of games and activity ideas, craft and learning, and story-telling videos, all designed to make it easy to share the central messages to the children.

### One children's worker said about the resources:

*'The children in our group loved it. It fed in well with messages about identifying emotions and naming them that they hear at school but placed it in a biblical context. There's a lot to love about Roarry!'*





# Statement from the Chief Executives

**In recent times our news headlines and social media have exploded with stories of abuse across many institutions and organisations. We have seen too many people in positions of trust abuse their power. How do we respond to this? What can we do? We must be the change we want to see.**

The past year has seen us work harder than ever to equip, empower and encourage our members to do just this, so that we can continue to protect children, young people and adults at risk. When it comes to why we do what we do, the clue is in the name. We remain convicted and compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

We continue to hold to the belief that Christians have a powerful and relevant voice in the public square relating to a wide range of issues – safeguarding included. Encouraging that voice in many areas publicly has become a significant part of our work in recent times, including our involvement as core participants in the Independent Inquiry into Child Sexual Abuse (IICSA). We were pleased to finally see the concluding recommendations of the Inquiry in October and together with others we will continue to engage with government in relation to their response to those recommendations in the months ahead.

At Thirtyone:eight we use our voice and our influence to speak up about the injustice of abuse and the need for public and private change so that vulnerable people can be better protected from abuse. We can only do this by working together and we're thankful to all

our members who help us create safer places for all across the UK and further afield. We're also grateful for our hard-working and dedicated staff and trustees, who help us raise safeguarding standards so that people at risk from abuse can feel and be safer wherever they are. Thank you for helping us create safer places for all.



**Justin Humphreys**  
Joint CEOs

**Steve Ball**

# Future plans

## Looking to the future our longer-term plans continue to be governed and developed in line with our organisational strategy.

This was updated during the year with post COVID learning being incorporated into it. We have a detailed plan for the next two to three years and are shaping the longer-term strategy for the next three to ten years plus. The strategy continues to be built around four key areas of focus with a view to increasing our audience, reach and influence:

**Sustainable Growth** We are an organisation that values our environment and strives to use the best technology and resources to maximise the effectiveness, impact and sustainability of our work. This will include working to be a carbon neutral organisation; developing the way we use technology and plan financially; engaging with changes in structure of Christian churches and communities; greater engagement across all four nations of the UK and internationally.

**Ethical Application** We are an organisation that is motivated by our Christian faith, which will always be demonstrated in our love for people and the way we engage with them. This will include; ensuring all services continue to operate in line with our core Christian values; responding to challenges and diversity in society.

**Collaborative Approach** We are an organisation that believes in the value that is brought by different perspectives, knowledge, experience and expertise and we will seek to strengthen the support we provide through working with others where possible. This will include: influencing and leading change at a national and local level; growing new and existing partnerships; expanding our membership models and offers; developing our consultancy, training, help line and DBS offers in collaboration with our membership.

**Professional Development** We are an organisation that seeks to positively influence others through the outworking of our Christian faith, professionalism and desire to improve people's lived experience through our own learning and development. This will include: further increasing the quality of work undertaken; providing opportunity to recognise good practice; increasing our role as a leading and learning organisation.

## Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance) that is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate against such risk. Our key risks this reporting year reflect the changes in societal work practices, with IT and data security being utmost in our minds as we continue to work in an ever more physically spread environment coupled with the demand for easy use of systems and secure access to our data.

Our new IT systems and infrastructure enable us to efficiently manage our data within our environment and Cyber Essentials external certification and plans for Cyber Essentials Plus in the coming financial year help us keep constant monitoring of how, why and where we use our data.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis. We have a 'no-blame' culture which gives confidence to staff and volunteers to be able to report any concerns or potential risks they see.

## Financials

**As At 31 March 2023 unrestricted funds amounted to £1,335,945 (2022: £1,458,709). Restricted funds amounted to £1,800 (2022: Nil) and designated funds amounted to £127,020 (2022: £154,981).**

Year on year our income has increased by £334k. This increase has come from across all our charitable activities but in particular was driven by an increase in DBS check volumes. Our expenditure increased by £346k. It is worth noting that when our DBS income increases, so do our corresponding direct costs due to the statutory DBS check charges. Another significant contributor to the increased expenditure was staff costs as we employed more people and increased staff wages due to the cost-of-living situation.

This gave us a net performance of -£89k before investments losses/gains. Last year was -£77k so a similar outcome.



We saw net losses on the revaluation of our investments of £60k giving us a total net movement in funds of -£149k.

Our fixed assets are valued at £1.2m. £127k is tangible and intangible assets so not readily available to support any deficit we see. £1m is in investments and is used to generate income for us.

## Reserves policy

The reserves policy specifically takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted.
- Planned activity level which may have an impact on reserves should a shortfall in expected income occur.
- The Charity's future commitments.

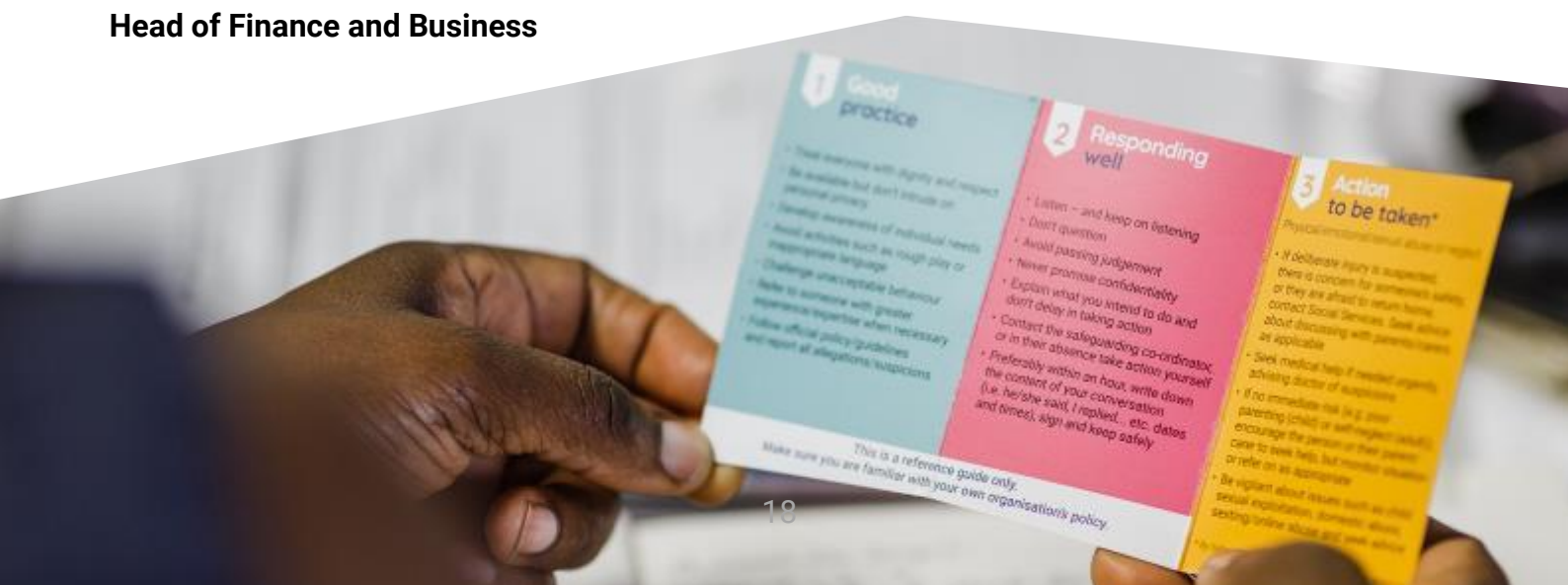
The financial reserves set aside will provide financial stability and the means for the development of principal activities. It is intended to maintain undesignated liquid funds (cash or other easily liquidated reserves) as at a level which is equivalent to at least three months expenditure. Based on the 2022 accounts this equates to approximately £748k (2021 was: £595k and the forecast for 2023: £773k). The remainder of these reserves are used to supplement our cashflow while we see budget deficits.

The calculation of the required level of reserves is an integral part of the organisations planning, budgeting and forecast cycle. The Trustees regularly review the amount of funds required to ensure they are adequate to fulfil the Charity's continuing obligations.

Further details of our accounts can be found in the accompanying financial statements.

## Clare Veal

### Head of Finance and Business



## Structure, Governance and Management

**Governing document:** Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms. The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

**The Board of Trustees:** The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

**Pay policy for key management:** The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

## Administrative details

**Registered charity name:** Thirtyone:eight (formerly Churches' Child Protection Advisory Service)  
**Charity registration number:** 1004490 (England and Wales) SC040578 (Scotland)  
**Company registration number:** 02646487  
**Principal and Registered office:** 2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT

### Trustees

Judith Davey-Cole (Appointed 31.03.23)  
Peter Wharrad  
Kathleen Marie Hallisey (Appointed 23.01.23)  
Nicholas Donaldson (Appointed 23.01.23)  
Paul Anthony Eeles (Appointed 23.01.23)  
Oliver Home  
Julie Douglas  
Dr Tanya Herring (Resigned 24.07.23)

### Joint Chief Executives

Justin Humphreys (Safeguarding)  
Steve Ball (Operations)

### Auditor

Azets Audit Services,  
First Floor, River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

### Investment Managers

Rathbones,  
159 New Bond Street, London, W1S 2UD

### Bankers

Barclays Bank plc,  
8 - 14 Darwen Street, Blackburn, BB2 2BZ

### Solicitors

Bates Wells,  
10 Queen Street Place, London, EC4R 1BE

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

### Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**Approved by order of the board of trustees on  
01 November 2023 and signed on its behalf by:**



Peter Wharrad  
(Chair of Trustees)



## **Report of the Independent Auditors to the Trustees and Members of Thirtyone:eight**

### **Opinion**

We have audited the financial statements of Thirtyone:Eight (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The other information comprises the information included in the Trustees Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

## **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### **Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Azets Audit Services Limited*

**Michelle Wilkes FCA**  
**Senior Statutory Auditor**

For and on behalf of Azets Audit Services, First Floor, River House, 1 Maidstone Road, Sidcup, Kent DA14 5RH Date:

Thirtyone:Eight

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the Year Ended 31 March 2023

		Unrestricted	Restricted	Total	Total
				31.3.23	Unrestricted
	Notes	£	£	£	31.3.22
					£
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations	2	14,013	32,026	46,039	17,385
Charitable activities	3	2,823,126	-	2,823,126	2,523,389
Other trading activities	4	5,022	-	5,022	3,081
Investment income	5	27,696	-	27,696	24,015
<b>Total</b>		<b>2,869,856</b>	<b>32,026</b>	<b>2,901,882</b>	<b>2,567,870</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	6,988	20,000	26,988	7,340
<b>Charitable activities</b>	6				
Consultancy		372,056	-	372,056	358,549
Disclosures and helpline		2,317,920	10,226	2,328,146	1,986,064
Membership		6,435	-	6,435	7,709
Training		255,155	-	255,155	283,603
<b>Other trading activities</b>	6	<b>1,941</b>	<b>-</b>	<b>1,941</b>	<b>1,559</b>
<b>Total</b>	6	<b>2,960,495</b>	<b>30,226</b>	<b>2,990,721</b>	<b>2,644,824</b>
<b>Net (deficit)/surplus before (losses)/gains on revaluation of investments</b>	12	<b>(90,639)</b>	<b>1,800</b>	<b>(88,839)</b>	<b>83,212</b>
<b>Other recognised gains</b>					
(Losses)/Gains on revaluation of investments	12	(60,086)	-	(60,086)	83,212
<b>Net movement in funds</b>		<b>(150,725)</b>	<b>1,800</b>	<b>(148,925)</b>	<b>6,258</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,613,690	-	1,613,690	1,607,432
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,462,965</b>	<b>1,800</b>	<b>1,464,765</b>	<b>1,613,690</b>

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.



Thirtyone:Eight

Balance Sheet  
At 31 March 2023

	Notes	31.3.23 £	31.3.22 £
<b>FIXED ASSETS</b>			
Intangible assets	10	108,540	141,838
Tangible assets	11	18,480	13,143
Investments	12	<u>1,043,586</u>	<u>1,157,615</u>
		1,170,606	1,312,596
<b>CURRENT ASSETS</b>			
Debtors	13	271,055	248,691
Cash at bank		<u>255,733</u>	<u>257,167</u>
		526,788	505,858
<b>CREDITORS</b>			
Amounts falling due within one year	14	(232,629)	(204,764)
		<u>294,159</u>	<u>301,094</u>
<b>NET CURRENT ASSETS</b>			
		<u>1,464,765</u>	<u>1,613,690</u>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		1,335,945	1,458,709
Restricted funds	17	1,800	-
Designated funds	16	<u>127,020</u>	<u>154,981</u>
<b>TOTAL FUNDS</b>		<u>1,464,765</u>	<u>1,613,690</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 01 November 2023 and were signed on its behalf by:



P Wharrad -Trustee

Thirtyone:Eight

Cash Flow Statement

for the Year Ended 31 March 2023

	Notes	31.3.23 £	31.3.22 £
<b>Cash flows from operating activities:</b>			
Cash generated from operations	20	<u>(43,165)</u>	<u>(69,415)</u>
<b>Net cash flow from operating activities</b>		<u>(43,165)</u>	<u>(69,415)</u>
<b>Cash flows from investing activities:</b>			
Purchase of tangible fixed assets		(12,607)	(7,501)
Purchase of intangible fixed assets		(27,301)	(84,940)
Purchase of fixed asset investments		(160,993)	(456,518)
Sale of fixed asset investments		214,936	614,902
Interest received		<u>27,696</u>	<u>24,015</u>
<b>Net cash provided by investing activities</b>		<u>41,731</u>	<u>89,958</u>
<b>Change in cash and cash equivalents in the reporting period</b>		(1,434)	20,543
<b>Cash and cash equivalents at the beginning of the reporting period</b>		257,167	236,624
		_____	_____
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>255,733</u>	<u>257,167</u>

## **1. ACCOUNTING POLICIES**

### **1.1 Basis of preparing the financial statements**

Thirtyone:Eight is a registered charitable company in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 21 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

### **1.2 Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

### **1.3 Income**

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

Notes to the Financial Statements  
for the Year Ended 31 March 2023

**1.4 Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

**1.5 Allocation and apportionment of costs**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

**1.6 Intangible fixed assets**

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

**1.7 Tangible fixed assets**

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line



Notes to the Financial Statements  
for the Year Ended 31 March 2023

**1.8 Fixed Asset Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

**1.9 Debtors**

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

**1.10 Creditors**

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amounts.

**1.11 Hire purchase and leasing commitments**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

**1.12 Pension costs and other post-retirement benefits**

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**1.13 Going Concern**

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and forecasts and the financial risks it faces. Based on this and the level of reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

Our performance shows a significant improvement on our recent financial years, and it was also ahead of our budget. Our decision to invest in our staffing further in the upcoming year has been carefully considered and the implications on our expenditure calculated.

Our investments portfolio is currently worth £1m. This leaves us with a comfortable amount to fund our predicted deficit budget over the next few years until we get back to a balanced budget.

We have sufficient amount in our current and savings accounts to fund the day to day operation of the charity and are able to quickly liquidise our investments if needed.

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

Notes to the Financial Statements  
for the Year Ended 31 March 2023

**1.14 Taxation**

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**1.15 Judgement and key sources of estimation uncertainty**

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

*Useful economic lives of intangible and tangible assets*

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

**1.16 Government grants**

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

**2. DONATIONS**

	31.3.23	31.3.22
	£	£
Donations	37,822	13,174
Gift aid	<u>8,217</u>	<u>4,211</u>
	<u>46,039</u>	<u>17,385</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**3. INCOME FROM CHARITABLE ACTIVITIES**

	31.3.23	31.3.22
	£	£
Consultancy	259,227	202,748
Disclosures and helpline	1,351,999	1,205,294
Membership	891,675	816,743
Training	314,335	300,660
Other	5,890	(2,056)
	<u>2,823,126</u>	<u>2,523,389</u>

**4. OTHER TRADING ACTIVITIES**

	31.3.23	31.3.22
	£	£
Merchandise	<u>5,022</u>	<u>3,081</u>

**5. INVESTMENT INCOME**

	31.3.23	31.3.22
	£	£
Income from listed investments	27,601	23,954
Deposit account interest	<u>95</u>	<u>61</u>
	<u>27,696</u>	<u>24,015</u>

**6. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff costs	Direct costs	Support costs	Total 31.03.23	Total 31.03.22
<b>Raising funds</b>	-	26,988	-	26,988	7,340
<b>Charitable expenditure</b>					
Consultancy	223,758	82,990	64,138	370,886	358,549
Disclosures and helpline	1,116,644	870,888	334,510	2,322,042	1,986,064
Membership	-	6,435	-	6,435	7,709
Training	109,407	75,272	77,772	262,451	283,603
	<u>1,449,809</u>	<u>1,035,585</u>	<u>476,420</u>	<u>2,961,814</u>	<u>2,635,925</u>
<b>Other trading activities</b>					
Merchandise	-	676	1,243	1,919	1,559
	<u>1,449,809</u>	<u>1,063,249</u>	<u>477,663</u>	<u>2,990,721</u>	<u>2,644,824</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**6a. SUPPORT COSTS**

	31.03.23	31.03.22
Rent	79,809	79,579
Rates	1,844	1,664
Staff training and welfare	25,768	21,948
Recruitment	2,452	3,035
Utilities	6,639	3,991
Advertising, publicity, marketing and exhibition costs	31,413	15,314
Publications and design	14,904	17,362
Vehicle expenses	11,385	14,374
Catering	1,160	865
Cleaning	6,763	5,347
Computer expenses	56,039	43,478
Insurance	8,375	7,943
Postage and stationery	10,985	11,111
Photocopier	3,971	4,956
Repairs	10,548	5,290
Storage	-	4,723
Telephone	12,262	9,370
Meeting costs	14,945	4,060
Project development	23,119	23,376
Bank charges	21,536	17,905
Licences	20,789	20,706
Subscriptions	3,660	4,216
Sundry expenses	3,374	858
Depreciation	7,271	9,542
Amortisation	60,600	40,843
Loss on disposal of intangible assets	-	5,870
Professional fees	-	7,485
Governance (note 6b)	37,962	21,228
	<u>477,663</u>	<u>406,439</u>

**6b. GOVERNANCE COSTS**

	31.03.23	31.03.22
Auditor's remuneration	9,000	8,363
Auditor's remuneration – previous years	(83)	455
Auditor's remuneration – non audit services	2,573	1,192
Professional fees	15,940	7,726
Other	10,532	3,492
	<u>37,962</u>	<u>21,228</u>



Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**7. NET EXPENDITURE FOR THE YEAR**

This is stated after charging:

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	7,271	9,542
Amortisation	60,600	40,843
Auditors' remuneration	11,490	10,010
Other operating leases	<u>79,809</u>	<u>76,816</u>

**8. STAFF COSTS**

	31.3.23	31.3.22
	£	£
Wages and salaries	1,261,700	1,117,930
Social security costs	122,494	102,044
Other pension costs	57,377	53,049
Health care	7,039	7,274
Staff support fund cost	1,200	-
Redundancy	<u>-</u>	<u>2,405</u>
	<u>1,449,809</u>	<u>1,282,702</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.23	31.3.22
Consultancy	7	7
Disclosures and helpline	14	11
Training	4	3
Support	<u>15</u>	<u>15</u>
	<u>40</u>	<u>36</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.23	31.3.22
£60,000 - £70,000	2	1

The total amount of employee benefits received by the key management personnel including employer's pension and national insurance contributions is £151,029 (2022 - £139,581).

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**9. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES**

The following transactions took place in the year:

No Trustees received remuneration during the year was nil (2022 : none). Six Trustees received reimbursement of expenses during the year amounting to £1,069 (2022 – £800) for travel, subsistence and accommodation.

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

**10. INTANGIBLE FIXED ASSET**

Software &  
Website  
Development  
£

**COST**

At 1 April 2022

259,373

Additions

27,301

At 31 March 2023

286,675

**AMORTISATION**

At 1 April 2022

117,535

Charge for year

60,600

At 31 March 2023

178,135

**NET BOOK VALUE**

At 31 March 2023

108,540

At 31 March 2022

141,838

Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**11. TANGIBLE FIXED ASSETS**

	Fixtures and fittings £	Motor vehicles £	Total £
<b>COST</b>			
At 1 April 2022	140,658	33,160	173,818
Additions	12,607	-	12,607
At 31 March 2023	153,265	33,160	186,425
<b>DEPRECIATION</b>			
At 1 April 2022	128,481	32,194	160,675
Charge for year	6,442	829	7,271
At 31 March 2023	134,923	33,022	167,945
<b>NET BOOK VALUE</b>			
At 31 March 2023	18,342	138	18,480
At 31 March 2022	12,177	966	13,143

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**12. FIXED ASSET INVESTMENTS**

	Cash	Listed	2023	2022
	£	Investments	Total	Total
	£	£	£	£
At 1 April 2022	25,485	1,132,130	1,157,615	1,232,787
Additions	-	88,075	88,075	448,257
Disposals	-	(214,936)	(214,936)	(614,902)
Movement in cash balance	72,918	-	72,918	8,261
Revaluations	-	(60,086)	(60,086)	83,212
	<u>98,403</u>	<u>945,183</u>	<u>1,043,586</u>	<u>1,157,615</u>
Historical cost		<u>911,939</u>		<u>1,023,142</u>
		31.3.23	31.3.22	
		£	£	
Fixed interest		134,046	139,361	
Equities		325,549	396,603	
Overseas Equities		329,098	400,792	
Alternatives		156,488	195,374	
Cash		<u>98,403</u>	<u>25,485</u>	
		<u>1,043,586</u>	<u>1,157,615</u>	

The charity held the following material investments (in excess of 5% of valuation)

	31.3.23	31.3.22
	£	£
Capital International Management	68,666	68,809
ISHARES PLC	<u>78,221</u>	<u>77,906</u>



Thirtyone:Eight

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.23	31.3.22
	£	£
Trade debtors	188,820	181,243
Prepayments and accrued income	<u>82,235</u>	<u>67,448</u>
	<u>271,055</u>	<u>248,691</u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3.23	31.3.22
	£	£
Trade creditors	124,004	120,929
Other taxes and social security	80,699	61,664
Other creditors	10,319	8,711
Accruals	<u>17,607</u>	<u>13,460</u>
	<u>232,629</u>	<u>204,764</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**15. DEFINED CONTRIBUTION PENSION SCHEME**

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to (2022 - £53,049).

At 31 March 2023 there were unpaid contributions amounting to £10,320 (2022: £8,711)

**16. DESIGNATED FUNDS**

<b>Current year</b>	At 1.4.22 £	New designation £	Designation released £	At 31.3.23 £
<b>Designated fund</b>				
Fixed assets	<u>154,981</u>	<u>-</u>	<u>(27,961)</u>	<u>127,020</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

**Prior year**

	At 1.4.21 £	New designation £	Designation released £	At 31.3.22 £
<b>Designated fund</b>				
Fixed assets	<u>118,795</u>	<u>36,186</u>	<u>-</u>	<u>154,981</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**17. RESTRICTED FUNDS**

	At 1.4.22	Income	Expenditure	At 31.3.23
	£	£	£	£
Safeguarding helpline	-	5,000	(5,000)	-
Support fund	-	300	(300)	-
IT equipment	-	2,526	(2,526)	-
Research assistant	-	24,200	(22,400)	1,800
	-	32,026	30,226	1,800

**Safeguarding helpline**

Funding to allow us to continue to offer the services of the safeguarding helpline free of charge to anyone who calls.

**Support fund**

Funding to allow us to offer a reduced membership fee to organisations with low or zero income who are struggling to pay our standard membership fee.

**IT equipment**

Funding to assist with new IT equipment for new starters.

**Research assistant**

Funding from University of Kent to fund a new research assistant.

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Current Year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	1,043,586	127,020	-	1,170,606
Cash and current investments	253,933	-	1,800	255,733
Other current assets	271,055	-	-	271,055
Creditors more within one year	(232,629)	-	-	(232,629)
Total	1,335,945	127,020	1,800	1,464,765

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Previous year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	1,157,615	154,981	-	1,312,596
Cash and current investments	257,167	-	-	257,167
Other current assets	248,691	-	-	248,691
Creditors more within one year	(204,764)	-	-	(204,764)
Total	1,458,709	154,981	-	1,613,690

**19. MEMBERS' LIABILITY**

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

Notes to the Financial Statements - continued  
for the Year Ended 31 March 2023

**20. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	31.3.23	31.3.22
	£	£
<b>Net expenditure for the reporting period (as per the statement of financial activities)</b>	(88,839)	(76,954)
<b>Adjustments for:</b>		
Depreciation charges	7,271	9,542
Amortisation	60,600	40,843
Loss on disposal of intangible assets	-	5,870
Investment income	(27,696)	(24,015)
(Increase) in debtors	(22,364)	(53,626)
Increase in creditors	<u>27,863</u>	<u>28,925</u>
<b>Net cash provided by used in operating activities</b>	<u>(43,165)</u>	<u>(69,415)</u>

**21. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.23	31.3.22
	£	£
<b>Land and buildings</b>		
Within one year	83,447	72,196
Between one and five years	204,141	211,104
In more than five years	<u>57,439</u>	<u>79,560</u>
	<u>345,027</u>	<u>362,860</u>

**22. RELATED PARTY DISCLOSURES**

There were no related party transactions during the current or preceding year.

**23. CAPITAL COMMITMENTS**

	31.3.23	31.3.22
	£	£
Expenditure contracted for but not provided in the accounts	<u>22,000</u>	<u>-</u>





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