SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales · Charity number 1010129

Details

Other names	SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE, S W C T S, SAFFRON SHEFFIELD
Status	Registered
Legal form	Charitable company
Company number	02443288
Registered	1992-03-26
Register	View on the Charity Commission register

Contact

Address	289 Abbeydale Road Netheredge Sheffield South Yorkshire S7 1FJ
Phone	01142752157
Email	office@saffronsheffield.org.uk
Website	www.saffronsheffield.org.uk

Activities

Objects: 1. TO PROMOTE AND PROTECT THE MENTAL HEALTH AND WELLBEING OF WOMEN AND GIRLS, IN PARTICULAR THROUGH THE PROVISION OF COUNSELLING AND PSYCHOTHERAPY AND2. TO ADVANCE THE EDUCATION OF THE PUBLIC WITH REGARD TO THE MENTAL HEALTH AND WELLBEING OF WOMEN AND GIRLS

Activities: Sheffield Women's Counselling and Therapy Service (also known as Saffron) is a women-only organisation which provides psychotherapy/ counselling for women. Saffron is currently funded to offer psychotherapy to women over the age of 16 who have experienced some form of trauma, such as abuse (physical, emotional and/or sexual), harassment or neglect.

Downloaded from opencharities.uk/ew/1010129

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** SHEFFIELD
- Sheffield City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£365,351	£343,834	-	-
2024-03-31	£363,512	£338,867	-	-
2023-03-31	£292,799	£298,067	-	-
2022-03-31	£249,272	£274,996	-	-
2021-03-31	£303,068	£210,051	-	-

Trustees

Name	Role	Appointed
Gillian Godden	Chair	2021-11-15
Claire Louise Shaw		2025-07-28
Claire Mary Bellamy Furbey		2025-07-28
Dr JUDITH ANN DODDS		2009-11-02
Erica Thompson		2024-09-30
Julia Mary Gash		2025-07-28
Laura Elizabeth Hobbs		2025-07-28

Downloaded from opencharities.uk/ew/1010129

SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales - Charity number 1010129

Accounts

saffron

Sheffield Women's Counselling
and Therapy Service

Sheffield Women's Counselling and Therapy Service Limited

trading as

Saffron Sheffield

Report and Financial Statements for the Year Ended 31 March 2025

Charity Registration Number 1010129 (England & Wales)
Company Registration Number 02443288

Reference and Administration Details

Charity Name: Sheffield Women's Counselling and Therapy Service Limited, also known as **Saffron Sheffield**

Charity No: 1010129 (England & Wales)

Company No: 02443288

Registered Office & Operational Address:
289 Abbeydale Road, Sheffield, South Yorkshire S7 1FJ

Trustees: Trustees who are also directors under company law and who served during the year and up to the date of this report were as follows:

Gillian Godden - Chair *(Appointed 2021, Chair from 2024)*
Judith Dodds - Treasurer *(Appointed 2009, Treasurer from 2023)*
Erica Thompson *(Appointed September 2024)*
Emma Draper - Chair *(Resigned November 2024)*
Ahmina Akhtar *(Resigned November 2024)*
Olivia Sinclair *(Resigned March 2025)*

Key Management Personnel:
Sarah Smart - CEO *(Resigned October 2024)*
Kate Hainsworth - Interim CEO *(Appointed December 2024)*
Ingrid Harris-Haigh - Head of Clinical Service *(Appointed 2019)*
Danielle Green - Office Manager *(Appointed 2020)*
Keren Bramman - Finance Manager *(Appointed 2021)*

Bankers: Co-operative Bank plc, 1 Balloon St, Manchester, M4 4BE
Unity Trust Bank plc, 4 Brindleyplace, Birmingham, B1 2JB

Independent Examiner:
Christy Lau FCCA CTA DChA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

Saffron Sheffield's Board of Trustees presents its report and unaudited financial statements for the year ended 31 March 2025. As company law requires, the trustees' report includes the directors' report.

The reference and administration details on page 1 form part of this report. All financial statements comply with current statutory requirements, the memorandum and articles of association of Sheffield Women's Counselling and Therapy Service Limited ("**the company**" or "**the charity**" or "**Saffron Sheffield**") and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Structure, Governance and Management

Sheffield Women's Counselling and Therapy Service Limited is a charitable company limited by guarantee, incorporated on 15 November 1989 and registered as a charity on 26 March 1992. The directors established the company under a Memorandum of Association, which sets out its objects and powers, and its Articles of Association govern it. Sheffield Women's Counselling and Therapy Service Limited adopted the trading name Saffron Sheffield in 2019.

The trustees delegate the charity's day-to-day responsibility to the CEO, supported by the Head of Clinical Service. Saffron Sheffield's management and governance are guided by local, regional, and national policy and informed by feedback from current and past clients.

Saffron Sheffield is an organisational member of the British Association for Counselling and Psychotherapy (BACP) and is registered with the Fundraising Regulator. We also hold memberships with The Survivor's Trust, the National Council for Voluntary Organisations (NCVO), and the Association of Chief Executives for Voluntary Organisations (ACEVO).

Board of Trustees

During the year 2024-25, the board comprised 3 - 6 trustees. Ill health, bereavement and the completion of an extended term of service were the reasons for trustees stepping away. That left the board at the minimum quorum of 3 until trustee recruitment was implemented toward the end of the period with a fully advertised process for the first time involving interviews by staff and trustees, and resulting in four new

appointments: Louise Shaw, Julia Gash, Laura Hobbs and Claire Furbey. They take up their appointment at July's board meeting. Additionally, the board has introduced a deputy chair role and Erica Thompson was appointed to this post in March 2025.

A person wishing to become a trustee must be aged 18 or over and recommended by the trustees after an appropriate recruitment process. Trustees must retire at each AGM but can offer themselves for re-election or further co-option. Trustees can at any time co-opt someone to be a trustee, but the total number of co-opted trustees can be, at most, half the number of elected trustees.

Trustee meeting frequency increased in the latter part of 2024 during the changeover from our former CEO Sarah Smart and the appointment of our Interim CEO Kate Hainsworth. Since then, there have been (on average) monthly meetings held and an AGM held as normal in November. The Interim CEO, Head of Clinical Service and Finance Manager provide complete reports covering financial performance, clinical outcomes, safeguarding and staff well-being at quarterly business meetings. Alongside the main Trustee meetings, a safeguarding sub-committee is also in operation comprising Chair, CEO, Head of Clinical Service and Office Manager.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Notes to the Accounts, Note 11. The trustees of Saffron Sheffield guarantee to contribute an amount not exceeding £1 to the charity's assets in the event of winding up.

Risk Management

Although Saffron Sheffield's current turnover is below the threshold requirement to report on Risk Management, the trustees believe it remains good practice to carry out reviews appropriate to the scale and risk of our service.

Saffron Sheffield's Risk Register and Risk Appetite Framework, reflecting all aspects of the charity's operations, are annually reviewed to ensure the appropriate management of any organisational risks. The trustees requested the Interim CEO to report on the main risks at quarterly board meetings with any high risks highlighted.

We have appropriate and robust policies and processes for our service, such as safeguarding, health and safety, data security and finance. We ensure all staff and trustees have read and understood them and have continuous access to those relevant to their post and responsibilities.

The following are specific risk reviews and actions undertaken during the reporting period:

- In response to recent and upcoming significant changes in Employment Law and to ensure ongoing compliance, the trustees decided to engage Peninsula HR to provide ongoing support and guidance and to assist in the refresh of Saffron's employment policies

- Trustee numbers had fallen rapidly for a variety of reasons as outlined above, so a recruitment programme for new trustees was launched in March with four new trustees recruited and onboarded at the start of the new period
- The trustees have worked closely with the Interim CEO on a period of planning and development in preparation for the recruitment of a new permanent CEO planned for Autumn 2025
- The trustees continued to engage a specialist data security company, Custodia Continuity, to ensure best practice in data protection and legal compliance. During this year, Custodia Continuity supported the CEO and Office Manager through the process of becoming Cyber Essentials certified (this process was completed and accreditation achieved early in quarter 1, 2025-26)

Client risk

We manage any specific client risk through assessments at several stages throughout the therapy journey. Our therapists undertake structured assessments and have support from the Head of Clinical Service to share decision-making and ensure any intervention is proportionate.

All clinical staff receive clinical supervision from either the Head of Clinical Service or another qualified and approved therapist. We ensure all supervisors follow best practice guidance from the BACP.

Objectives and Activities

The trustees have given due regard to the Charity Commission's guidance on public benefit when annually reviewing the charity's objectives and planning its activities, complying with the duty in section 4 of the 2006 act.

The objectives of Saffron Sheffield, as set out in its governing document, are:

- to promote and protect the mental health and wellbeing of women and girls, in particular through the provision of counselling and psychotherapy, and
- to advance the education of the public with regard to the mental health and wellbeing of women and girls.

This report will examine how Saffron Sheffield's activities in the reporting year have contributed to its objectives and highlight how the charity has benefited the people it aims to help.

Who We Help

The direct beneficiaries of our activities are women in Sheffield aged 16 and over who have experienced trauma in childhood or adulthood. Our clients often suffer from complex post-traumatic stress symptoms due to chronic or repeated instances of trauma.

Women self-refer to our service, after being signposted from other services or contacts. In 2024-25, 24% of our beneficiaries were signposted to us by their GP, 12% Community Mental Health Teams and other NHS Services, 13% Sheffield Talking Therapies - IAPT, 11% Online Search Engine/Social Media, 6% Friends/Family, 6% Social Services, 2% University Support, 5% IDVA/ISVAs or 21% other organisations or individuals.

These same beneficiaries also relayed to us the following experiences and trauma responses when they registered with us for therapy:

Traumatic experiences

- 36% experienced sexual abuse, rape or sexual exploitation as a child
- 24% experienced sexual abuse, rape or sexual exploitation as an adult
- 48% experienced physical domestic abuse
- 73% experienced mental/emotional/controlling (coercive) behaviour
- 27% experienced sexual domestic abuse
- 28% experienced financial domestic abuse
- 2% experienced exploitation, modern slavery, trafficking or county lines
- 12% experienced being a victim or witness of a crime or an accident
- 22% experienced health or medical-related trauma
- 66% experienced relationship trauma
- 18% experienced traumatic bereavement

Traumatic responses

- 97% had depression, anxiety or stress
- 15% had self-harmed
- 32% had suicidal thoughts
- 8% had attempted suicide
- 8% were misusing substances
- 7% were misusing alcohol

Women who access our support frequently disengage with other services, suffering additional distress, thereby increasing the risk of further abuse or exploitation.

We work with women who are often denied access to other services because:

- They are actively self-harming
- They have recently attempted suicide
- They are still living with their abuser
- They are displaying significant dissociative symptoms
- They are assessed as too vulnerable to begin a therapeutic intervention.

The correlation between deprivation and poor mental health is well documented, and we recently undertook some research that showed 29% of our clients live in postcode areas of Sheffield that are ranked in the lowest 10% and 43% of clients live in postcode areas ranked in the lowest 20% of wards as per the Indices of Deprivation 2019.

As a further indicator of our clients' often challenging circumstances this year, we noted that 33% were unemployed. Feedback tells us that those in work (28% full-time, 22% part-time) routinely struggled to hold down a job due to trauma symptoms.

Alongside this, we monitored that:

- 20% were women of the global majority
- 9% were in part or full-time education
- 49% self-disclosed their mental ill health as a disability
- 86% had previously accessed therapeutic services in Sheffield
- 56% were caring for children
- 43% lived alone
- 3% were in temporary accommodation
- 4% were retired

External Impacts

Several external impacts noted in our last report have continued to exacerbate the mental health fragility of many of the women we support.

Cost of Living Crisis

Financial pressures continue to be a significant issue as prices for rent, energy and food have continued to rise. Poverty and financial stress can extend the symptoms of previous trauma experiences and increase the risk of severe mental health problems. Research by the UK Parliament Women and Equalities Committee, and organisations such as the Living Wage Foundation and Women's Aid, has also shown how the cost of living crisis has disproportionately impacted women.

In response to this crisis, we continue to offer free essential hygiene and toiletry products in our premises bathrooms for our clients to take discreetly. We also have an emergency assistance fund for clients who need help affording transportation to and from their therapy sessions, which helps to manage the risk of interrupted therapy.

Media & World Events

The ongoing barrage of headlines and social media commentary on femicide and domestic abuse - alongside the continued conflicts in Ukraine and the Middle East, and political decisions such as proposed state benefit changes - can place a strain on mental health. For many of our clients, this flow of negative news results in additional emotional distress, fear, concern and the risk of re-traumatisation.

NHS Waiting Times

We know that healthcare delays can worsen the mental health of our clients. The severe pressure on our NHS means that many people are experiencing a long wait for appointments and treatments and this can mean weeks and months filled with fear and

worry - this has been experienced across GP services, cancer care/screening services and mental health services. In recent years, we have also found that the increased waiting time for NHS funded neurodiversity assessments is also affecting some clients, with some waiting well over a year to access a diagnosis and then support (NICE guidelines are that no-one should wait more than 13 weeks for an assessment).

Criminal Court Delays

A report published by the Victims' Commissioner in March 2025 stated that nearly half (48%) of victims have had their Crown Court trial dates rescheduled, with most facing repeated delays before their trial takes place. The report details the harmful impact that these long delays are having on victims' mental health.

Whilst we can work with pre-trial women, the additional stress and pressure of waiting for justice can add to their trauma experience. Our clients often feel even more vulnerable during their engagement with the police and courts, and these delays bring uncertainty to their lives that hinder their ability to move forward.

Our Service

We provide free, accessible, high-quality psychotherapy and wellbeing activities for women in Sheffield who have experienced trauma. We help women understand that their trauma is not their fault, alleviate their distress and help them rebuild their lives. We continue to see how essential our specialised service is in Sheffield, especially with the disproportionate impact of external forces on women becoming increasingly apparent.

1:1 Therapy

- *Waiting List*

  In the face of increasing demand and continued rising costs, there are limits to the service we can safely provide. Despite the generosity of our funders and donors, our current capacity only allows us to work with an average of 75 women at any given time. Alongside this, exacerbated trauma symptoms relating to external impacts have increased the number of sessions each woman needs. 97% of our clients now require 20 or more sessions, with 25% of those being offered the full 40 sessions. Because of this, women move slowly through our service and our waiting list remains closed for longer.

  We opened our waiting list in January 2024, and 681 women registered for 1:1 therapy, a 134% increase from our previous intake in June 2022.
  As of the 31st March 2025:

  - 495 women were waiting to be offered an assessment
  - 16 women were in the assessment process, and
  - 30 women had completed the assessment process and were waiting to

start their 1:1 therapy

We communicate quarterly with women registered for our service, advising them of an estimated waiting time.

- *Assessments*

We offered 310 clinical assessments during 2024-25 and 138 women attended 266 of these assessments.

We undertake comprehensive clinical assessments to obtain a detailed picture of client symptoms, assess their risk to themselves and others, and inform an appropriate personalised therapy offer. For each client receiving therapy in this reporting year, we undertook the following:

- Full clinical assessments at therapy's beginning, middle and end using an internationally recognised tool (TSI-II)

As an agile organisation, we have continued to learn and adapt our working processes to maintain expanded delivery levels. It was recognised that our assessment process - which included a Starting Point (triage) assessment - was no longer fit for purpose given the significantly higher number of women registered for our service and on the waiting list. Further to a thorough review of the process in early 2024, the decision was made to refine the process by removing the Starting Point session from April 2024. The consideration for this was included in our last year's report and this year we are able to report on the implementation of this process change. The results have been very positive in that, for the women that completed the assessment process during the period, we calculate that we have saved at least 70 clinical hours plus related administration time with no reported negative impact on client outcomes and no loss of necessary data collection. The hours saved can be more effectively used for full clinical assessments, making the waiting time shorter, less taxing, and more trauma-informed, as clients will only need to explain their trauma once. This is an example of our continuing efforts to work smarter and more efficiently to meet the high demand for our service whilst not compromising on our standard of care.

- *Therapy Sessions*

Helping women walk free from the severe and multiple traumatic experiences of their past can take time. In 2024-25, we offered long-term, tailored, specialised therapy of 6 - 40 sessions, focusing on the woman and her needs. This approach helped therapy progress at a manageable pace. It gave clients time to feel stable and trustful enough to go deeper and share the details of their traumatic experiences.

196 women benefited from the 2,427 1:1 therapy sessions offered, and 81 clients completed therapy during this year.

Wellbeing

- *1:1 Sessions*

  We offered tailored wellbeing support to help manage the risk for clients waiting for 1:1 therapy. During this year, we provided 125 1:1 wellbeing support sessions attended by 40 women.

Accessibility

- *Non-English Speakers*

  We are pleased to be working in partnership with the translation and interpretation service, Language is Everything, and during the year we have further improved our clinical and administrative processes to allow us to work with more women for whom English is not their first language. We are committed to further developing this service to allow us to work with women across our community.

Recruitment and Team Development

At Saffron Sheffield, we employ and engage highly skilled and experienced professionals. We provide ongoing support and, for our clinical team, regular supervision. During the reporting period, we increased our Senior Therapist team from 2 to 3, offering the opportunity to take on the Senior role to one of our part-time Therapists. The Senior Therapists have a key role in the organisation, providing back up to the Head of Clinical Service and support to the Clinical team as well as taking on particular responsibilities such as supervision, case allocations and overseeing Wellbeing delivery. We have also continued to hold a regular reflective practice for our clinical team which has been very well received.

In December 2024, Kate Hainsworth joined us an Interim CEO leading on a period of organisational development for the charity - working closely with the Board and full team to develop a new strategic plan for the year ahead, developing the existing board, recruiting new Trustees and leading on the recruitment of a new permanent CEO later in 2025.

Our Volunteer Client Engagement Representative (who joined us in 2023) has continued to develop client engagement activities in the year and we are pleased to report on their work below.

At the end of March 2025, our team consisted of: 11 employed staff (6 FTE), 6 associate staff and 5 volunteers.
During the year, we undertook a range of CPD opportunities including:

- *Clinical*
    - Integrating Creative Methods into Practice - a full day of training provided for our Therapist team (delivered by ESG Therapy and Coaching)
    - Level 3 Safeguarding Adults (internal)

We also provided support to one of our Senior Therapists to complete CPD in Body Psychotherapy.

- *Governance / Management*
    - Cyber Security & Data Protection - GDPR (Custodia Continuity)
    - EDI Workplace training (ACAS)

For the first time in early 2025, the whole team (Staff, Associates and Volunteers) met together in person to discuss priorities for the charity, build understanding and more efficient communications. That work of team-building has continued and has now expanded to include board interaction as well. This process will continue in the new financial year.

Client Engagement

In the year, the volunteer Client Engagement Representative ran a competition, asking members of the client engagement group to nominate names for the group. In March 2025, the group adopted the winning name of ***Saffron Forge***.

The volunteer Client Engagement Representative, CEO and Office Manager ran a two part case study workshop, where members of Saffron Forge were supported to write the story of their journey with Saffron. With consent, these case studies have been used in end of year reporting for funders. Further meetings have been planned in 2025-26 as we look to enhance ways for former clients to engage with the service and help shape its future.

Fundraising

Our services remain in high demand, so income diversification and building financial sustainability remain priorities. Our Associate Fundraiser has worked with Saffron Sheffield for many years and has helped to build strong relationships with a number of Trusts and Foundations who support us in our work. We recognise however that, due to the changeover in CEO in the reporting period, we have not had the same focus on generating Individual Giving activity and so this is an area we plan to reinvigorate in the new financial period.

Partnerships and Networks

Saffron Sheffield is one of a range of organisations working in Sheffield to support women, and we recognise that each has a unique and vital role to play in achieving the best possible outcomes for women in Sheffield. Saffron Sheffield is currently a member

of a number of groups and networks working together to shape the direction of services in Sheffield:

- Sheffield Psychology Board (SPB)
- Mental Health Partnership Network (MHPN)
- Sheffield DACT (Domestic Abuse Co-ordination Team) Provider Consultation Group
- WAVES (Sheffield End Violence Against Women and Girls)
- Synergy (Sheffield Mental Health Alliance)
- VAWG Forum - Sheffield City Council
- Clinical Lead Network - an informal network for all heads/leads of third-sector therapeutic services in Sheffield, Doncaster, Rotherham and Barnsley. The Head of Clinical Service represents Saffron Sheffield at these meetings

Saffron Sheffield is also an organisational member of **The Survivor's Trust**, the umbrella agency for specialist rape and sexual abuse services in the UK.

Achievement and Performance

We are pleased to report on another successful year of providing vital, life-changing support to women of Sheffield who are dealing with the consequences of traumatic experiences in their life. As shown in our **Who we help** section above, these experiences include sexual abuse, rape or sexual exploitation as a child or adult, physical domestic abuse, mental/emotional/controlling (coercive behaviour) and relationship trauma amongst others.

Women accessing our service have told us that due to our support, they could better recognise the potential for unhealthy relationships, enabling them to make better choices, build resilience and keep themselves safe. Our work also has wider, additional benefits for the families and communities of the women we directly support. Our clients told us that therapy has made them better parents. Many also found it easier to attend or volunteer in community activities. Therapy has also helped several women keep or find new employment.

Further to a highest ever intake to our service when our waiting list last re-opened in January 2024, we have been working consistently through the year at our highest ever average number of active clients (those attending weekly sessions), ranging between 70-77 women attending sessions each week. *(For context, average active weekly clients was 32-36 five years ago).* The high number of assessments, 1:1 therapy sessions and wellbeing sessions offered in the year is testament to the team's efforts to meet the demand for our service, however, whilst working at full capacity, it is likely to be at least two years before we are able to reopen our waiting list due to the exceptionally high intake in 2024. An additional challenge to meeting demand is the increasing complexity of clients' trauma and the increased number of clients with more complex presentations/diagnoses who are more likely to require a longer therapy journey (our offer ranges from 6 to 40 sessions depending on client need). We know from experience

that lasting, meaningful benefits come from the time taken to work with each individual client and so we remain clear on our approach to offering up to 40 sessions if needed.

It is an ongoing process to refine and evolve our working practices to operate more intelligently and efficiently, while maintaining the high standards of our effectiveness — as outlined earlier in the section on *Assessments* and the changes introduced this year. Ensuring strong client outcomes remains a top priority, and we are confident that, as in previous years, the results and feedback shared below clearly reflect the continued impact and quality of our work.

Client Outcomes

We capture a balance of quantitative and qualitative data, and the combination of clinical monitoring using the Trauma Symptom Inventory-II (TSI-2) and self-reported changes whilst identifying personal goals reflects our holistic, collaborative approach.

Our monitoring system is customised, and we are confident it provides the best data collection outcomes for our organisation, clients, and funders. We are mindful of the value and profoundly personal nature of focused therapy time for our beneficiaries, so we endeavour to monitor change with minimal client disruption.

From April 2024 to March 2025, we collected information on 24 different trauma symptoms from all 81 clients who completed therapy. Although we monitor and capture data from various points in the therapeutic journey, we focus our reporting of outcomes primarily on women who have completed therapy with us to provide a more conclusive reflection of change.

The outcomes for this reporting period below show the continuing effectiveness of our work. Of the 81 women who completed therapy in the reporting period:

- 82% had a statistically significant reduction in their trauma symptoms
- 88% felt more self-confident
- 92% felt better able to say 'no' and be assertive when they needed to be
- 91% felt better able to have healthy boundaries in their relationships
- 99% achieved a personal goal they set for themselves
- 92% felt they were better able to recognise abuse in a relationship
- 93% understood themselves better
- 80% were coping better with their feelings

We received feedback forms from 75 of the 81 clients who completed therapy. These showed a positive trend among clients in self-reported improvements in physical health and mental health-related emergency visits:

- 39% said their physical health had improved
- 32% were visiting their GP less often
- 11% were visiting A&E less often

Feedback forms also showed how clients felt about Saffron Sheffield:

- 100% were happy with the service they received
- 100% would recommend Saffron Sheffield to a friend
- 91% were satisfied with their initial contact and response

Of the 22 clients who completed their 1:1 wellbeing sessions this year, 21 (95%) saw a reduction in depression symptoms as measured by the Patient Health Questionnaire (PHQ), and 21 (95%) experienced a decrease in their general anxiety as measured by the Generalised Anxiety Disorder (GAD) 7 scale.

Client Voices

"I came to the service for the second time following another traumatic experience. Between registering and starting therapy I also had a baby and I can't speak highly enough of the team at Saffron who were kind, understanding and flexible to my needs and new responsibilities. The experience I had from start to finish was one of welcome and warmth and they gave me the absolute perfect therapist for my situation. I will be forever grateful for the work we did together."

"I'm really grateful for the service. The service has been the backbone of my transformation. I wish there was more funding for services like this to help more Women."

"Great to talk to someone on a regular basis who calls and offers support when they say they will. It was helpful speaking to someone who understands trauma. I feel I am much calmer after speaking with my therapist. This is the only service who has stayed with me during difficult times and not abandoned me."

"I have had many forms of counselling and therapy throughout my life. Saffron is by far the best I have experienced especially by my therapist. Her knowledge and experience is impeccable and I feel like a different person since starting my therapy. I understand more now why I feel how I feel and how I react to situations a certain way. I have set more boundaries in my life which has improved relationships and distinguished ones that weren't good for me. The EMDR therapy has a huge positive impact on processing past traumas. I will be forever grateful for the help and support from Saffron"

"The sessions have given me hope, my confidence has grown and I have tools to help me through the good times and bad times in my life. In addition, it has helped me to support family members and to encourage them to see things differently. My relationship with my husband has improved greatly too."

"I feel this is the best service in Sheffield, everyone is friendly and non-judgemental. There is no bias, everyone is professional and responsive. I have found communication from saffron to always be clear and would recommend the service to anyone."

"Saffron has been an incredibly helpful experience, I feel like a completely different person now than when I first began. Any issues I had with mismatched therapists were dealt with swiftly, professionally and with sensitivity."

Financial Review

Overview

At the end of the reporting period, the charity held total funds of £357,809 (2024: £336,292). Of this, £48,419 (2024: £42,342) is held in Restricted funds and £309,390 (2024: £293,950) in Unrestricted funds. The Unrestricted funds total of £309,390 comprises the value of Saffron Sheffield's main premises (289 Abbeydale Road), which is a fixed asset of £131,070, free reserves of £123,000, a £7,000 designated fund for maintenance and improvements to our premises and a £10,000 designated fund for planned Organisational Development work in April to August 2025 (to cover the cost of the Trustee recruitment campaign in May 2025 and the subsequent recruitment of a permanent CEO). An amount of £38,320 is funding raised in advance for the new financial year 2025-26 and includes the third instalment from the Leathersellers' Foundation which will go towards operational costs in the new period. This breakdown of Unrestricted funds is shown in the Notes to the Accounts, Note 20. Net current assets at the end of the reporting period were £226,739 (2024: £201,477).

Income

Total income for the reporting period came to £365,351, which is consistent with the previous year (2024: £363,512). We are grateful to the NHS South Yorkshire Integrated Care Board (ICB) for their continued support of our work and the acknowledgement of our role as a specialist service provider for Sheffield. ICB funding of £85,941 was received in the year as part of a 3 year grant agreement running until 2026-27.

In addition, we were successful in securing grants totalling £269,983 (2024: £257,190) from a range of local and national charitable trusts and foundations whose support is critical in enabling us to meet our funding requirements for the year - these are detailed in the Notes to the Accounts, Note 4. The multi-year funding provided by The Henry Smith Charity, the National Lottery Community Fund, South Yorkshire Combined Mayoral Authority and the Leathersellers' Foundation has made a significant contribution over the last two financial periods and enables us to plan confidently for the year ahead.

We are aware however that in order to meet the increased demand for our service and ensure financial sustainability for the years ahead we will need to diversify our income streams. This is particularly important given the increased competition for grant funding which is reported across the charity sector. Our new permanent CEO, once in post from Autumn 2025, will lead on strategic planning and income generation. Additionally, plans are in place for a new Associate post of Events Community Co-ordinator to help build

community support and relationships with individual donors.

The total income from donations, which includes individual giving and campaign activity, during the reporting period was £6,032 (2023: £15,131). As noted above, the development of this income stream will be a focus for the new financial period.

Expenditure

Total expenditure for the reporting period came to £343,834, a small increase on the previous year (2024: £338,867). As a provider of specialist services, our people costs continue to be our main expenditure with £256,630 spent on staff in the year (Notes to the Accounts, Note 10) and an additional £28,536 spent on a team of Associate Therapists who provide regular weekly hours. In addition to this we bring in specialist expertise and support as required - for example through our ongoing work with Language is Everything who provide translation and interpretation services and Custodia Continuity who support and advise on data security (shown under Consultancy fees, Note 7). We are also pleased to report that, towards the end of the reporting period, we engaged the support of Peninsula to provide high quality HR consultancy and support and the South Yorkshire based recruiter Hamilton Barber to support on the recruitment of Trustees and CEO in the new year (shown under Governance costs, Note 7).

Reserves Policy

The trustees review the reserves on an annual basis to ensure the policy remains fit for purpose and to confirm the amount required for the year ahead. We hold reserve funds to:

- meet expenditure commitments in the event of cash flow difficulties, which could otherwise bring about an interruption to service for our clients
- pay for unforeseen expenditure
- enable the winding up of the charitable company in the event of ceasing to operate

The level of required reserves agreed by the trustees is an amount sufficient to cover at least four months of fixed and essential running costs (as per the budgeted costs for the financial period). The trustees have therefore approved an increase to the level of reserves held up to £123,000 for the financial year 2025-26 in order to meet increased operational commitments (£116,000 for the financial year ending 31 March 2025). Reserves are held in a separate bank account with Unity Trust Bank, which enables the charity to benefit from increased protection for its cash deposits under the Financial Services Compensation Scheme (FSCS) and quarterly interest payments.

Plans for the Future

As this report is being finalised, we have launched the recruitment campaign for our new permanent CEO. We are pleased to be working with Hamilton Barber, a South Yorkshire based recruiter, to support the process. In addition, our management team is actively using their social media networks to help generate interest in the role.

The main focus of the post is the successful steer and management of this successful charity, giving support to the expert team in delivering the crucial service they provide. To that end, the Interim CEO is also preparing for the new permanent CEO in a number of ways: robust HR support (see above), strong policies and an agreed new contract for all staff that references a new staff handbook. Refreshed governance and a transitional strategy will see the new CEO through a year of observation (2025-26) and then a year to develop their own plans (2026-27) so that by March 2027 they will be ready to launch their own plan.

The newly recruited trustees are in their induction process and will have a transformational impact on the charity once they are up to speed. Their range of experience is much needed – in running a small business, in income generation, provision of specialist medical services and raising profile. Ongoing communications work to build staff rapport and better understanding between staff and trustees will continue. The vital Saffron Forge client engagement group will develop further.

Statement of Responsibilities of the Trustees

The trustees (who are also directors of Sheffield Women's Counselling and Therapy Service Limited for the purposes of company law) are responsible for preparing the trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year, which give an accurate and fair view of the charitable company's state of affairs and the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on a going concern basis unless it is

inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose the charitable company's financial position with reasonable accuracy at all times and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the charitable company's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

Additionally, the trustees are responsible for maintaining the integrity of the corporate and financial information on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The trustees have prepared this report in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 03/11/2025 and signed on their behalf by:

_____

Gill Godden
Chair of Trustees

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 20 to 40.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats Manchester, M4 6JG
Date 13/11/2025

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	6,032	-	6,032	*15,131*
Charitable activities	4	131,741	224,183	355,924	*342,618*
Other trading activities	5	300	-	300	*4,612*
Investments		3,095	-	3,095	*1,151*
Total income		**141,168**	**224,183**	**365,351**	***363,512***
Expenditure on:					
Raising funds	6	21,998	-	21,998	*39,597*
Charitable activities	7	103,730	218,106	321,836	*299,270*
Total expenditure		**125,728**	**218,106**	**343,834**	***338,867***
Net income/(expenditure) for the year	9	**15,440**	**6,077**	**21,517**	***24,645***
Net movement in funds for the year		**15,440**	**6,077**	**21,517**	***24,645***
Reconciliation of funds					
Total funds brought forward	21	293,950	42,342	336,292	*311,647*
Total funds carried forward	21	**309,390**	**48,419**	**357,809**	***336,292***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

A full comparative Statement of Financial Activities is available on the last page of the financial statements.

Sheffield Women's Counselling and Therapy Service Limited
Company number 02443288

Balance sheet as at 31 March 2025

	Note	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	14		131,070		*134,815*
Total fixed assets			**131,070**		***134,815***
Current assets					
Debtors	15	47,800		*36,266*	
Cash at bank and in hand	16	207,145		*185,058*	
Total current assets		**254,945**		***221,324***	
Liabilities					
Creditors: amounts falling due in less than one year	17	(28,206)		*(19,847)*	
Net current assets			**226,739**		***201,477***
Total assets less current liabilities			357,809		*336,292*
Net assets			**357,809**		***336,292***
The funds of the charity:					
Restricted income funds	19		48,419		*42,342*
Unrestricted income funds	20		309,390		*293,950*
Total charity funds			**357,809**		***336,292***

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' (trustees') responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006
- The directors (trustees) acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 23 to 40 form part of these accounts.

Approved by the trustees on 03/11/2025 and signed on their behalf by:

.....
Judith Dodds, Treasurer

.....
Gillian Godden, Chair

Sheffield Women's Counselling and Therapy Service Limited

Statement of Cash Flows
for the year ending 31 March 2025

	Note	2025 £	*2024* *£*
Cash provided by/(used in) operating activities	22	**18,992**	***(32,729)***
Increase/(decrease) in cash and cash equivalents in the year		22,087	*(31,578)*
Cash and cash equivalents at the beginning of the year		185,058	*216,636*
Cash and cash equivalents at the end of the year	16	**207,145**	***185,058***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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 (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Sheffield Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f 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 to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land & buildings	50 years
Improvements to property	4 years
Fixtures & fittings	3 years
Equipment	4 years

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were £1,554 outstanding contributions at the year end.

The money purchase plan is managed by The Pensions Trust and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.45% for the main fund, and total expense ratio is less than 0.52%, and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. 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 registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2025 £	*Total 2024 £*
Donations		
Individual Giving, Gift aid and The Big Give campaign activity	4,543	*10,610*
The Cooperative Bank	1,000	-
The Big Give (matched donations)	489	*2,021*
Hasluck Charitable Trust	-	*2,000*
Gripple Foundation	-	*500*
Total	6,032	*15,131*

All donations and legacies income is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
NHS South Yorkshire ICB	85,941	-	85,941
The Leathersellers' Foundation	27,500	-	27,500
Sheffield Town Trust	-	2,000	2,000
J.G. Graves Charitable Trust	-	3,000	3,000
The Cutlers' Company Charitable Trust	1,000	-	1,000
Henry Smith Charity	-	65,000	65,000
South Yorkshire Mayoral Combined Authority / MoJ	-	23,382	23,382
James Neill Trust Fund	2,000	-	2,000
Zachary Merton & George Woofindin Convalescent Trust	-	500	500
Evan Cornish Foundation	-	10,000	10,000
Charles and Elsie Sykes Trust	2,000	-	2,000
The National Lottery Community Fund	-	63,852	63,852
South Yorkshire Mayoral Combined Authority		2,500	2,500
February Foundation	-	5,000	5,000
The Secretary of State for Health and Social Care		35,449	35,449
Sheffield Church Burgesses Trust	2,000	-	2,000
The James Tudor Foundation	-	7,000	7,000
Liz & Terry Bramall Foundation	5,000	-	5,000
Anton Jurgens Charitable Trust	4,000	-	4,000
The Talbot Trusts	-	3,000	3,000
The Duke of Devonshire's Charitable Trust	-	2,500	2,500
Sir Jules Thorn Charitable Trust	2,000	-	2,000
Tramlines Trust	-	1,000	1,000
The Mollie Croysdale Charitable Trust	300	-	300
Total	131,741	224,183	355,924

4 Income from charitable activities (cont.)

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2024 £*
NHS South Yorkshire ICB	*-*	*85,428*	*85,428*
The Leathersellers' Foundation	*25,000*	*-*	*25,000*
Sheffield Town Trust	*-*	*2,000*	*2,000*
J.G. Graves Charitable Trust	*-*	*3,000*	*3,000*
The Cutlers' Company Charitable Trust	*1,000*	*-*	*1,000*
Henry Smith Charity	*-*	*63,700*	*63,700*
South Yorkshire Mayoral Combined Authority / MoJ	*-*	*23,382*	*23,382*
James Neill Trust Fund	*2,000*	*-*	*2,000*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*500*	*500*
Evan Cornish Foundation	*-*	*10,000*	*10,000*
Charles and Elsie Sykes Trust	*2,000*	*-*	*2,000*
The National Lottery Community Fund	*-*	*64,230*	*64,230*
People's Postcode Lottery	*25,000*	*-*	*25,000*
Wesleyan Foundation	*-*	*10,000*	*10,000*
South Yorkshire Mayoral Combined Authority	*-*	*7,500*	*7,500*
February Foundation	*-*	*5,000*	*5,000*
Schroder Charity Trust	*4,000*	*-*	*4,000*
Souter Charitable Trust	*3,000*	*-*	*3,000*
The Secretary of State for Health and Social Care	*-*	*2,678*	*2,678*
Sheffield Church Burgesses Trust	*-*	*2,000*	*2,000*
The Big Give Digital Grant	*-*	*700*	*700*
Hyman Winstone	*500*	*-*	*500*
Total	*62,500*	*280,118*	*342,618*

5 Income from other trading activities

	2025 £	*2024* *£*
Partnership work	300	-
Saffron merchandise sales	-	*142*
Training income	-	*4,470*
	300	*4,612*

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2025 £	*2024* *£*
Staff costs	12,392	*32,559*
Fundraising costs	9,606	*7,038*
	21,998	*39,597*

All expenditure on cost of raising funds is unrestricted.

7 Analysis of expenditure on charitable activities

	Total 2025 £	*Total 2024 £*
Staff costs (see note 10)	244,238	*230,026*
Recruitment	8,681	*250*
Supervision	825	*900*
Associate therapists	28,536	*28,277*
Staff training	2,799	*2,256*
Staff travel & subsistence	161	*204*
Volunteer costs	-	*65*
User costs	378	*42*
Subscription & reference	1,561	*1,367*
Office supplies	568	*521*
Consultancy fees & expenses	8,338	*7,269*
Events & conferences	-	*2,467*
Awareness raising	1,668	*1,767*
Premises costs	9,774	*10,946*
Office costs	3,863	*4,205*
Equipment & repairs	574	*1,644*
Depreciation	3,745	*3,745*
Governance costs (see note 8)	6,127	*3,319*
	321,836	*299,270*

	2025 £	*2024 £*
Restricted expenditure	218,106	*242,320*
Unrestricted expenditure	103,730	*56,950*
	321,836	*299,270*

8 Analysis of governance and support costs

	Basis of apportionment	Governance £	Total 2025 £
Trustees training and recruitment	Governance	2,400	2,400
Independent examination fees	Governance	528	528
Accountancy services	Governance	1,975	1,975
Legal and professional	Governance	1,224	1,224
		6,127	6,127

Previous reporting period	*Basis of apportionment*	*Governance £*	*Total 2024 £*
Trustees training and recruitment	*Governance*	*442*	*442*
Independent examination fees	*Governance*	*504*	*504*
Accountancy services	*Governance*	*1,906*	*1,906*
Legal and professional	*Governance*	*467*	*467*
		3,319	*3,319*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025 £	*2024 £*
Depreciation	3,745	*3,745*
Independent examiner's fees (net of VAT)		
Accountancy fees	1,365	*1,342*
Independent examination	440	*420*
QuickBooks Online subscription	282	*246*

10 Staff costs

Staff costs during the year were as follows:

	2025 £	*2024 £*
Wages and salaries	219,332	*230,717*
Social security costs	6,609	*13,411*
Pension costs	17,189	*18,457*
Temporary Staff Costs	13,500	-
	256,630	*262,585*
Allocated as follows:		
Cost of raising funds	12,392	*32,559*
Charitable activities	244,238	*230,026*
	256,630	*262,585*

No employee has employee benefits in excess of £60,000 (2024: Nil).

The average number of staff employed during the period was 11 (2024: 11).

The key management personnel of the charity comprise the trustees and Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £41,618 (2024: £48,600). The total this year comprises pay to former CEO for period Apr - Oct 2024 and Interim CEO for period Dec - Mar 2025.

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2024: Nil).

Aggregate donations from related parties were £140 (2024: £622).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

A declaration of interest was made in 2022/23 which relates to the supplier Custodia Continuity who were contracted to provide data security consultancy and support (to the value of £5,436 in the year ended 31 March 2025 (2024: £4,644) which is shown under Consultancy fees in Note 7, Expenditure breakdown). Fees this year included support to achieve Cyber Essential accreditation in 2025. One of the Directors of Custodia Continuity is the partner of a key staff member (Finance Manager) and therefore, in the interests of transparency, the Trustees consider it appropriate to disclose this as a related party transaction. The decision to engage Custodia Continuity was reviewed by the Chair of Trustees at the time prior to the contract being issued.

No other person related to the charity or Trustees had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: Nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	*2024 £*
NHS South Yorkshire ICB	85,941	*85,428*
South Yorkshire Mayoral Combined Authority / MoJ	23,382	*23,382*
South Yorkshire Mayoral Combined Authority	2,500	*7,500*
The Secretary of State for Health & Social Care / Suicide Prevention Grant Fund	35,449	*2,678*
	147,272	*118,988*

The unfulfilled conditions and contingencies attaching to the grants were to complete restricted projects (see note 19).

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Property & improvements £	Fixtures & fittings £	Equipment £	Total £
Cost				
At 1 April 2024	187,250	3,607	2,283	193,140
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2025	187,250	3,607	2,283	193,140
Depreciation				
At 1 April 2024	52,435	3,607	2,283	58,325
Charge for the year	3,745	-	-	3,745
Disposals	-	-	-	-
At 31 March 2025	56,180	3,607	2,283	62,070
Net book value				
At 31 March 2025	131,070	-	-	131,070
At 31 March 2024	*134,815*	-	-	*134,815*

15 Debtors

	2025 £	*2024* *£*
Grants receivable	42,568	*34,793*
Prepayments and accrued income	5,232	*1,473*
	47,800	*36,266*

16 Cash at bank and in hand

	2025 £	*2024* *£*
Cash at bank and in hand	207,145	*185,058*
	207,145	*185,058*

17 Creditors: amounts falling due within one year

	2025 £	*2024* *£*
Other creditors and accruals	20,706	*9,347*
Deferred income	7,500	*10,500*
	28,206	*19,847*

18 Deferred income

	2025 £	*2024* *£*
Deferred grant brought forward	10,500	*46,700*
Grant received	7,500	*10,500*
Released to income from charitable activities	(10,500)	*(46,700)*
Deferred grant carried forward	7,500	*10,500*

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Sheffield Town Trust	-	2,000	(2,000)	-	-
J.G. Graves Charitable Trust	-	3,000	(3,000)	-	-
Henry Smith Charity	10,227	65,000	(67,584)	-	7,643
South Yorkshire Mayoral Combined Authority / MoJ	-	23,382	(23,382)	-	-
Zachary Merton & George Woofindin Convalescent Trust	-	500	(500)	-	-
Evan Cornish Foundation	-	10,000	(10,000)	-	-
The National Lottery Community Fund	32,115	63,852	(55,191)	-	40,776
South Yorkshire Mayoral Combined	-	2,500	(2,500)	-	-
February Foundation	-	5,000	(5,000)	-	-
The Secretary of State for Health and Social Care	-	35,449	(35,449)	-	-
The James Tudor Foundation	-	7,000	(7,000)	-	-
The Talbot Trusts	-	3,000	(3,000)	-	-
The Duke of Devonshire's Charitable Trust	-	2,500	(2,500)	-	-
Tramlines Trust	-	1,000	(1,000)	-	-
Total	42,342	224,183	(218,106)	-	48,419

19 Analysis of movements in restricted funds (cont.)

Previous reporting period	*Balance at 1 April 2023 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2024 £*
NHS South Yorkshire ICB	*4,544*	*85,428*	*(89,972)*	*-*	*-*
Sheffield Town Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
J.G. Graves Charitable Trust	*-*	*3,000*	*(3,000)*	*-*	*-*
Henry Smith Charity	*-*	*63,700*	*(53,473)*	*-*	*10,227*
South Yorkshire Mayoral Combined Authority / MoJ	*-*	*23,382*	*(23,382)*	*-*	*-*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*500*	*(500)*	*-*	*-*
Evan Cornish Foundation	*-*	*10,000*	*(10,000)*	*-*	*-*
The National Lottery Community Fund	*-*	*64,230*	*(32,115)*	*-*	*32,115*
Wesleyan Foundation	*-*	*10,000*	*(10,000)*	*-*	*-*
South Yorkshire Mayoral Combined Authority	*-*	*7,500*	*(7,500)*	*-*	*-*
February Foundation	*-*	*5,000*	*(5,000)*	*-*	*-*
The Secretary of State for Health and Social Care	*-*	*2,678*	*(2,678)*	*-*	*-*
Sheffield Church Burgesses Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
The Big Give Digital Grant	*-*	*700*	*(700)*	*-*	*-*
Total	*4,544*	*280,118*	*(242,320)*	*-*	*42,342*

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
Sheffield Town Trust	Towards the operating costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced abuse and trauma.
The JG Graves Charitable Trust	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after abuse and trauma.
The Henry Smith Charity - Improving Lives Grant	The second of three years' funding towards the running costs of the charity and, in particular, to maintain the post of Head of Clinical Service and to contribute to Senior Therapist posts.
South Yorkshire Mayoral Combined Authority - Victim Services Grant/Ministry of Justice	DA/SV Victim Services funding towards the cost of therapy provision for women who have experienced abuse and trauma. The funding has contributed to the cost of three part-time Therapist posts over the past three years of the grant agreement.
The Zachary Merton & George Woofindin Convalescent Trust	Towards the operating costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced abuse and trauma.
Evan Cornish Foundation	The second of a two year grant towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after abuse and trauma.
The National Lottery Community Fund	The second of three years' funding towards the cost of therapy provision for women who have experienced abuse and trauma. The fund also contributes to Client Engagement activities.
The February Foundation	Towards the operating costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced abuse and trauma.
The Secretary of State for Health and Social Care - Suicide Prevention Grant Fund	Funded by UK Government. Towards the cost of delivering long term trauma therapy for vulnerable women in Sheffield. The funding supported four specific staff posts over the period.
The James Tudor Foundation	Funding to support the provision of specialist therapy for women in Sheffield impacted by abuse and trauma.
The Talbot Trusts	Towards the cost of providing free, specialised trauma therapy to women in Sheffield impacted by abuse and trauma.
The Duke of Devonshire's Charitable Trust	Towards the cost of providing free, specialised trauma therapy to women in Sheffield impacted by abuse and trauma.
Tramlines Trust	Towards the cost of Wellbeing provision in the year.

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
General fund	250,815	113,668	(107,413)	(3,000)	254,070
Building fund	14,000	-	-	(7,000)	7,000
Organisational Development Fund	-	-	-	10,000	10,000
Business continuity fund	29,135	27,500	(18,315)	-	38,320
	293,950	141,168	(125,728)	-	309,390

Previous reporting period	*Balance at 1 April 2023 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2024 £*
General fund	*246,560*	*58,394*	*(40,139)*	*(14,000)*	*250,815*
Building fund	*-*	*-*	*-*	*14,000*	*14,000*
Business continuity fund	*60,543*	*25,000*	*(56,408)*	*-*	*29,135*
	307,103	*83,394*	*(96,547)*	*-*	*293,950*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The General Fund figure after allowing for all designated funds. This figure comprises Saffron Sheffield's free reserves of £123,000 and the value of its fixed asset (property at 289 Abbeydale Road) £131,070.
Building fund	Building fund for maintenance and improvements to premises on Abbeydale Road.
Organisational Development Fund	Designated fund for planned organisational development work (including Trustee and permanent CEO recruitment Apr - Aug 2025).
Business continuity fund	Our Business Continuity fund consists of Unrestricted funding received prior to year end but which is to be used for service delivery and core running costs in the new financial period. This includes a further £27,500 received from The Leathersellers' Foundation which has been designated to fund operating costs in the 2025-26 financial year.

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	131,070	-	-	131,070
Net current assets/(liabilities)	123,000	55,320	48,419	226,739
Total	254,070	55,320	48,419	357,809

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*134,815*	*-*	*-*	*134,815*
Net current assets/(liabilities)	*116,000*	*43,135*	*42,342*	*201,477*
Total	*250,815*	*43,135*	*42,342*	*336,292*

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net income/(expenditure) for the year	21,517	*24,645*
Adjustments for:		
Depreciation charge	3,745	*3,745*
Decrease/(increase) in debtors	(11,534)	*(26,772)*
Increase/(decrease) in creditors	8,359	*(33,196)*
Net cash provided by/(used in) operating activities	18,992	*(32,729)*

23 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	15,131	-	15,131	*11,430*
Charitable activities	4	62,500	280,118	342,618	*281,369*
Other trading activities	5	4,612	-	4,612	-
Investments		1,151	-	1,151	-
Total income		**83,394**	**280,118**	**363,512**	***292,799***
Expenditure on:					
Raising funds	6	39,597	-	39,597	*31,941*
Charitable activities	7	56,950	242,320	299,270	*266,126*
Total expenditure		**96,547**	**242,320**	**338,867**	***298,067***
Net income/(expenditure) for the year	9	**(13,153)**	**37,798**	**24,645**	***(5,268)***
Net movement in funds for the year		**(13,153)**	**37,798**	**24,645**	***(5,268)***
Reconciliation of funds					
Total funds brought forward	21	307,103	4,544	311,647	*316,915*
Total funds carried forward	21	**293,950**	**42,342**	**336,292**	***311,647***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales - Charity number 1010129

Accounts

saffron

Sheffield Women's Counselling
and Therapy Service

Sheffield Women's Counselling and Therapy Service Limited

trading as

Saffron Sheffield

Report and Financial Statements for the Year Ended 31 March 2024

Charity Registration Number 1010129 (England & Wales)
Company Registration Number 02443288

Reference and Administration Details

Charity Name: Sheffield Women's Counselling and Therapy Service Limited, also known as Saffron Sheffield

Charity No: 1010129 (England & Wales)

Company No: 02443288

Registered Office & Operational Address:
289 Abbeydale Road, Sheffield, South Yorkshire S7 1FJ

Trustees: Trustees who are also directors under company law and who served during the year and up to the date of this report were as follows:
Emma Draper *(Chair)*
Ahmina Akhtar *(Deputy Chair)*
Judith Dodds *(Treasurer)*
Olivia Sinclair
Gillian Godden
Teresa Allewell *(Resigned at AGM on 20/11/23)*
Afolasade Ladejobi *(Resigned at AGM on 20/11/23)*

Key Management Personnel:
Sarah Smart (Chief Executive Officer)
Ingrid Harris (Head of Clinical Services)
Keren Bramman (Finance Manager)
Danielle Hogan (Office Manager)

Bankers: Co-operative Bank plc
PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

Independent Examiner:
Christy Lau FCCA CTA DChA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

Saffron Sheffield's Board of Trustees presents its report and unaudited financial statements for the year ended 31 March 2024. As company law requires, the trustees' report includes the directors' report.

The reference and administration details on page 1 form part of this report. All financial statements comply with current statutory requirements, the memorandum and articles of association of Sheffield Women's Counselling and Therapy Service Limited ("**the company**" or "**the charity**" or "**Saffron Sheffield**") and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Structure, Governance and Management

Sheffield Women's Counselling and Therapy Service Limited is a charitable company limited by guarantee, incorporated on 15 November 1989 and registered as a charity on 26 March 1992. The directors established the company under a Memorandum of Association, which sets out its objects and powers, and its Articles of Association govern it. Sheffield Women's Counselling and Therapy Service Limited adopted the trading name Saffron Sheffield in 2019.

The trustees delegate the charity's day-to-day responsibility to the CEO, supported by the Head of Clinical Services. Saffron Sheffield's management and governance are guided by local, regional, and national policy and informed by feedback from current and past clients.

We are an organisational member of the British Association for Counselling and Psychotherapy (BACP) and became registered with the Fundraising Regulator in October 2023. We also hold memberships with The Survivor's Trust, the National Council for Voluntary Organisations (NCVO), and the Association of Chief Executives for Voluntary Organisations (ACEVO).

Board of Trustees

During 2023-24, the board comprised 5 - 7 trustees. Two trustees resigned from their posts in November 2023 due to relocating further away from Sheffield. New trustees will be recruited during the second half of 2024.

A person wishing to become a trustee must be aged 18 or over and recommended by the trustees after an appropriate recruitment process. Trustees must retire at each AGM

but can offer themselves for re-election or further co-option. Trustees can at any time co-opt someone to be a trustee, but the total number of co-opted trustees can be, at most, half the number of elected trustees.

After a review in 2023, the trustees reduced the number of times they meet each year from ten to eight, including the AGM. The CEO, Head of Clinical Services, and Finance Manager continue to provide complete reports covering financial performance, clinical outcomes, and staff well-being at quarterly business meetings.

All trustees completed in-depth safeguarding training provided by the NSPCC in 2023. As a result, a new safeguarding committee was developed comprising two trustees alongside the CEO, Head of Clinical Services, and Office Manager. The committee will meet quarterly to discuss current issues and review our policies and procedures.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Notes to the Accounts, Note 11. The trustees of Saffron Sheffield guarantee to contribute an amount not exceeding £1 to the charity's assets in the event of winding up.

Risk Management

Although Saffron Sheffield's current turnover is below the threshold requirement to report on Risk Management, the trustees believe it remains good practice to carry out reviews appropriate to the scale and risk of our service.

Saffron Sheffield's Risk Register and Risk Appetite Framework, reflecting all aspects of the charity's operations, are annually reviewed to ensure the appropriate management of any organisational risks.

We have appropriate and robust policies and processes for our service, such as safeguarding, health and safety, data security and finance. We ensure all staff have read and understood them and have continuous access to those relevant to their post and responsibilities.

The following are specific risk reviews and actions undertaken during the reporting period.

- To ensure that Saffron Sheffield remained a fair and unbiased employer committed to equal opportunities and that we were up to date with required employment legislation, we reviewed, updated and developed our Whistleblowing, Anti-Bullying, Harassment, and EDI policies.
- After recognising a safer recruitment gap during a review of our Safeguarding Policies, it was agreed that all trustees must undergo a DBS check every three years, regardless of whether they are involved in client-facing activities.
- The trustees continued to engage a specialist data security and protection company, Custodia Continuity, to audit all systems and data controls to ensure continuous client confidentiality and legal compliance. During this year, Custodia

Continuity also worked with the CEO to implement the following;
    - creating a new secure and robust data backup process for our client database
    - delivering annual data security training for all staff and trustees
    - installing antivirus software and endpoint security on all laptops
    - continuous management and updating of all data security and compliance policies
    - starting the process of becoming Cyber Essentials certified
- Significant concerns were raised with our CEO regarding the online donation platform Saffron Sheffield used after our Finance Manager could not log on for several weeks and did not receive any response to her queries by telephone or email. After discussing with Custodia Continuity, we decided to cancel our agreement with this platform and find a more professional and secure alternative. The new platform, *JustGiving*, was implemented in December 2023.

We manage any specific client risk through assessments at several stages throughout the therapy journey. Our therapists undertake structured assessments and have support from the Head of Clinical Service to share decision-making and ensure any intervention is proportionate.

All clinical staff receive clinical supervision from either the Head of Clinical Services or another qualified and approved therapist. We ensure all supervisors follow best practice guidance from the BACP.

Objectives and Activities

The trustees have given due regard to the Charity Commission's guidance on public benefit when annually reviewing the charity's objectives and planning its activities, complying with the duty in section 4 of the 2006 act.

The objectives of Saffron Sheffield, as set out in its governing document, are

- to promote and protect the mental health and wellbeing of women and girls, in particular through the provision of counselling and psychotherapy, and
- to advance the education of the public with regard to the mental health and wellbeing of women and girls.

This report will examine how Saffron Sheffield's activities in the reporting year have contributed to its objectives and highlight how the charity has benefited the people it aims to help.

Who We Help

The direct beneficiaries of our activities are women in Sheffield aged 16 and over who have experienced trauma in childhood or adulthood. Our clients usually suffer from complex post-traumatic stress symptoms due to chronic or repeated instances of trauma.

Women self-refer to our service, with 78% of our 2023-24 beneficiaries having been signposted in by their GP (18%), Community Mental Health Teams and other NHS Services (7%), Sheffield Talking Therapies - IAPT (14%), Online Search Engine/Social Media (6%), Friends/Family (6%), Social Services (4%), University Support (3%), IDVA/ISVAs (3%) or other organisations or individuals (17%).

These same beneficiaries also relayed to us the following experiences and trauma responses when they registered with us for therapy;

Traumatic experiences

- 37% experienced sexual abuse, rape or sexual exploitation as a child.
- 24% experienced sexual abuse, rape or sexual exploitation as an adult.
- 47% experienced physical domestic abuse.
- 71% experienced mental/emotional/controlling (coercive) behaviour.
- 27% experienced sexual domestic abuse.
- 27% experienced financial domestic abuse.
- 1% experienced exploitation, modern slavery, trafficking or county lines.
- 14% experienced being a victim or witness of a crime or an accident.
- 19% experienced health or medical-related trauma.
- 59% experienced relationship trauma.
- 22% experienced traumatic bereavement.

Traumatic responses

- 99% had depression, anxiety or stress.
- 15% had self-harmed.
- 38% had suicidal thoughts.
- 8% had attempted suicide.
- 8% were misusing substances.
- 8% were misusing alcohol.

Women who access our support frequently disengage with other services, suffering additional distress, thereby increasing the risk of further abuse or exploitation.

We work with women who are often denied access to other services because

- They are actively self-harming
- They have recently attempted suicide
- They are still living with their abuser
- They are displaying significant dissociative symptoms
- They are assessed as too vulnerable to begin a therapeutic intervention.

The correlation between deprivation and poor mental health is well documented, and we recently undertook some research that showed 37% of our clients at that time lived in postcode areas of Sheffield that are ranked in the lowest 15% of wards in the Indices of Deprivation 2019.

As a further indicator of our clients' often challenging circumstances this year, we noted that 36% were unemployed. Feedback tells us that those in work (26% full-time, 20% part-time) routinely struggled to hold down a job due to trauma symptoms.
Alongside this, we monitored that;

- 21% were women of the global majority.
- 12% were in part or full-time education.
- 51% self-disclosed their mental ill health as a disability.
- 84% had previously accessed therapeutic services in Sheffield.
- 50% were caring for children.
- 38% lived alone.
- 3% were in temporary accommodation.
- 3% were retired.

External Impacts

Several external impacts have exacerbated the mental health fragility of many women we support.

Cost of Living Crisis

Research from the Living Wage Foundation has shown that the cost of living crisis disproportionately impacted women. Many are trapped in low-paid and insecure jobs, such as cleaners, catering staff and care workers. Over half of low-paid workers have been forced to rely on food banks. Poverty and financial stress extend the symptoms of previous trauma experiences and put women at higher risk of severe mental health problems.

A study by Women's Aid also reports that the cost of living crisis is devastatingly impacting vulnerable women, with nearly three-quarters of domestic abuse victims saying the spiralling cost of living has stopped them from escaping their abusive partner safely.

In response to this crisis, we offer free essential hygiene and toiletry products in our premises bathrooms for our clients to take discreetly. We also have an emergency assistance fund for clients who need help affording transportation to and from their therapy sessions, which helps to manage the risk of interrupted therapy.

Media & World Events

The strain of living through and absorbing news headlines and social media commentary on femicide and domestic abuse - alongside political corruption and conflicts in Ukraine and the Middle East - has been continuous over the past twelve months. For our clients, this barrage of bad news has resulted in additional emotional distress, fear, concern and an ongoing lack of trust in those whose purpose is to protect society.

NHS Waiting Times

We know that healthcare delays can worsen the mental health of our clients. The wait for diagnosis, care and treatment can mean weeks and months filled with fear and worry. In a call for evidence in 2021 to inform the first-ever government-led Women's Health Strategy, it was found that 60% of women could not access the health services they needed. In recent years, there has been a general lack of GP appointments and delays in female cancer screening services.

Criminal Court Delays

According to the Institute for Government, the effects of the pandemic and barristers strike *'have severely affected the functioning of the criminal courts in recent years, with hearings delayed and the case backlog growing to record highs. The situation in the crown court, which conducts more serious or complex hearings, is much worse.'*

Statistica states on its website that in 2023, *'the mean average for a serious criminal offence to reach a conclusion in the crown courts of England and Wales was 676 days.'*

Whilst we can work with pre-trial women, the additional stress and pressure of waiting for justice can add to their trauma experience. Our clients often feel even more vulnerable during their engagement with the police and courts, and these delays bring uncertainty to their lives that hinder their ability to move forward.

Our Service

We provide free, accessible, high-quality psychotherapy and wellbeing activities for women in Sheffield who have experienced trauma. We help women understand that their trauma is not their fault, alleviate their distress and help them rebuild their lives. We continue to see how essential our specialised service is in Sheffield, especially with the disproportionate impact of external forces on women becoming increasingly apparent.

1:1 Therapy

- *Waiting List*

  In the face of increasing demand and continued rising costs, there are limits to the service we can safely provide. Despite the generosity of our donors, our current capacity only allows us to work with an average of 75 women at any given time. Alongside this, exacerbated trauma symptoms relating to external impacts have increased the number of sessions each woman needs. 82% of our clients now require 20 or more sessions, with 23% of those being offered the full 40 sessions. Because of this, women move slowly through our service and our waiting list remains closed for longer.

  We opened our waiting list in January 2024, and 681 women registered for 1:1

therapy, a 134% increase from our previous intake in June 2022.
As of the 31st March 2024;

- 672 women were waiting to be offered an assessment
- 16 women were in the assessment process, and
- 26 women had completed the assessment process and were waiting to start their 1:1 therapy

We communicate quarterly with women registered for our service, advising them of an estimated waiting time.

- *Assessments*

We offered 418 clinical assessments during 2023-24. 160 women attended 364 of these assessments.

We undertake comprehensive clinical assessments to obtain a detailed picture of client symptoms, assess their risk to themselves and others, and inform an appropriate personalised therapy offer. For each client receiving therapy in this reporting year, we undertook the following;

- A starting point session, identifying suitability for our specialist therapy.
- Full clinical assessments at therapy's beginning, middle and end using an internationally recognised tool (TSI-II).

As an agile organisation, we have continued to learn and adapt our working processes to maintain expanded delivery levels. In February 2024, our Head of Clinical Services and Senior Therapists completed a piece of work examining the advantages and disadvantages of removing the starting point session. This was done for the following reasons;

- The current assessment process had been in place for several years and, when designed, was fit for purpose. However, since then, we have experienced significant year-on-year growth in both registration numbers and complexity in client presentations, the main result of which is the slower movement of women through our service.
- We have seen increased waiting times between a client's starting point session and their full clinical assessment, potentially making the information out-of-date as a client's situation may have changed during the waiting period.
- The emotional toll of increased waiting times can exacerbate trauma symptoms, and we needed to address this in an informed and practical way to ensure the safety of our clients.

We concluded that removing the starting point for our new intake of women would immediately save approximately 750 clinical hours. These hours would then be more effectively used for full clinical assessments, making the waiting time

shorter, less taxing, and more trauma-informed, as clients will only need to explain their trauma once. This new process, for which we also reworked our assessment paperwork, was trialled in March 2024 with great success. Besides having no negative impact on clients and no loss of necessary data collection, we found that it also made the full assessment quicker to complete as there was no repetition. This process will now be rolled out as general practice for our service from April 2024.

- *Therapy Sessions*

  Helping women walk free from the severe and multiple traumatic experiences of their past can take time. In 2023-24, we offered long-term, tailored, specialised therapy of 6 - 40 sessions, focusing on the woman and her needs. This approach helped therapy progress at a manageable pace. It gave clients time to feel stable and trustful enough to go deeper and share the details of their traumatic experiences.

  191 women benefited from the 2,791 1:1 therapy sessions offered, and 90 clients completed therapy during this year.

Wellbeing

- *1:1 Sessions*

  We offered tailored wellbeing support to help manage the risk for clients waiting for 1:1 therapy. During this year, we provided 123 1:1 wellbeing support sessions attended by 41 women.

Accessibility

- *Non-English Speakers*

  This year, we continued to develop our processes and pathways to support clinical work with clients for whom English is not their first language. This included reviewing and updating our client paperwork to make it easier to translate. In addition to Urdu and Punjabi, we can now take clients who speak Farsi, Arabic, and Polish. Over the next 12 months, we will also add Albanian, Kurdish Sorani, and Czech.

  Using a translation service is working well, and our first non-English speaking client supported by Language is Everything was allocated in October 2023.

Recruitment and Team Development

At Saffron Sheffield, we employ and engage highly skilled professionals.

We recruited one replacement associate therapist and two volunteer therapists to the

clinical team during this reporting period. All underwent rigorous selection and demonstrated a good depth of experience in delivering psychotherapy for trauma and abuse before starting with us.

Both of our Senior Therapists have completed supervision training and have continued to supervise some of our clinical staff and volunteers. We have continued to hold a monthly reflective practice for our clinical team.

We recruited an ex-service user for the Volunteer Client Engagement Representative post in 2023. We also secured a 100-hour volunteer position from Sheffield University for nine weeks over the summer to support this role in developing client resources and planning for future activities.

One of our employed fundraisers resigned from her post and moved to work with us in the same role as an associate.

At the end of March 2024, we had ten employed staff (7 FTE), eight associate staff and six volunteers.

Saffron Sheffield staff and trustees undertook the following CPD opportunities during this reporting period:

- *Clinical*
    - Integrating Creative Methods into Practice
    - Understanding & Working with Survivors of Sexualised Trauma
    - Vicarious & Secondary Trauma - Ensuring Care for the Carer
    - Neurodiversity 101

- *Governance / Management*
    - Cyber Security & Data Protection (GDPR)
    - Trustee Safeguarding (NSPCC)
    - Risk Management (ACEVO)
    - Organisational Growth (ACEVO)
    - Charity Boardroom Dynamics and the Role of the CEO (ACEVO)
    - Women in Leadership
    - Menopause at Work (ACAS)
    - Sickness Absence - Supporting Your Staff (ACAS)
    - Preventing Charity Fraud (Civil Society Media)

- *Fundraising*
    - Corporate Fundraising (SYFAB)
    - Government Contracts (School for Social Entrepreneurs)

Client Engagement

Recruiting a volunteer Client Engagement Representative allowed us to advance our Client Engagement strategy this year. With support from the CEO, they organised and delivered the following activities;

- The development of a Client Engagement mailing list for anyone who had completed therapy with us over three months previously. This list will be used to share information about upcoming events and to request information from them via surveys or questionnaires.
- The painting and refurbishment of our waiting room at our premises.
- Planning for our first two engagement events in April 2024, bringing together previous clients to socialise, be creative and discuss ways they could support Saffron.
- The co-production of a values statement for any future client engagement activity.

Fundraising

Our services remain in high demand, so income diversification and financial sustainability remain priorities.

During this reporting period, we secured significant multi-year grant funding from The National Lottery Community Fund, The Henry Smith Charity, and Sheffield ICB. We

were also successfully awarded the government's Suicide Prevention grant funding, which became available early in 2024.

We undertook two Big Give campaigns, receiving matched donations from their 'Kind2Mind' and 'Women and Girls' funds. Sheffield Wednesday Football Club gave us another opportunity to bucket collect outside the stadium on a match day in September. We also supported several individual donation events during the year, including a 'Step out for Saffron' walking challenge in May 2023, which raised £1,502, and a sponsored abseil challenge in January 2024, which raised £5,597.

Recognising the need to remain transparent and accountable in all aspects of fundraising, this year, we registered with the Fundraising Regular and implemented their Code of Practice.

External Training

We provided training opportunities for therapists and other mental health workers in Sheffield during 2023-24. In May, a 'Neurodiversity 101' workshop was delivered to 23 delegates from 14 Sheffield organisations, and a day of training from Zoe Lodrick had a total attendance of 68 delegates from over 30 organisations, including representatives from CAMHS Sheffield, the British Army, Together Women, IDAS, Sheffield University, and Sheffield County Council.

Partnerships

Saffron Sheffield plays an active role in several networks within the Sheffield and South Yorkshire area and nationally.

Sheffield Psychologies Board (SPB)

Our CEO became co-Chair of the SPB in January 2024. This board meets monthly to share practice, collaborate on service improvements, and develop client/patient pathways. Consequently, mental health practitioners across the city are better aware of our specialist service and how to signpost clients to us.

End Violence Against Women and Girls (WAVES)

WAVES is a Sheffield voluntary sector forum for organisations whose primary purpose is working to end violence against women and their children. Saffron is a member organisation and works collaboratively to share resources, information, and best practices to develop a strong voice to tackle domestic and sexual abuse, rape and other forms of male or gender-based violence.

Our CEO and Client Engagement Representative attended WAVES' first annual event, 'Can You Hear Us', alongside other Sheffield women's services and co-hosted a round table discussion with senior stakeholders from a range of sectors on long-term mental health provision for women who have experienced domestic abuse.

Mental Health Partnership Network (MHPN)

This network was developed to support and sustain Sheffield's strong mental health voluntary sector. It ensures that the mental health voice is heard, its diverse perspectives are represented in several inter-agency forums, and opportunities are maximised to influence policy and decision-makers, funders and commissioners, and other partner agencies. Saffron Sheffield's CEO has been a member of the MHPN's Steering Committee since September 2021.

The Survivors Trust

The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK. It has been providing infrastructure support to members for the past 15 years. Saffron Sheffield is one of 124 member agencies based in the UK and Ireland.

Synergy (Sheffield Mental Health Alliance)

The alliance comprises a group of voluntary and community sector partners who come together, along with experts by experience, to improve the provision of mental health services across Sheffield and positively influence the sector and the wider system.

Sheffield City Council's Domestic and Sexual Abuse Provider Consultation Group

This group exists to provide a formal forum for commissioned and non-commissioned providers working in and around domestic abuse and sexual abuse to consult and be consulted on local, regional and national initiatives and developments.

Clinical Lead Network

This is an informal network for all heads/leads of third-sector therapeutic services in Sheffield, Doncaster, Rotherham and Barnsley. They meet every other month, allowing peer support discussion and consultation on clinical and professional topics. The Head

of Clinical Services represents Saffron Sheffield at these meetings.

Our CEO also attended the 'Working Together to Address Health Inequalities' workshop hosted by the Sheffield Health & Wellbeing board.

Achievement and Performance

This year, we have again successfully helped many women deal with the consequences of broken relationships, sexual or domestic abuse, bereavement and other traumatic experiences. Women accessing our service have told us that due to our support, they could better recognise the potential for unhealthy relationships, enabling them to make better choices, build resilience and keep themselves safe.

Our work has wider, additional benefits for the families and communities of the women we directly support. Our clients told us that therapy has made them better parents. Many also found it easier to attend or volunteer in community activities. Therapy has also helped several women keep or find new employment.

We are confident that our blended therapy offer achieved the same standards for building therapeutic relationships, ensuring client satisfaction and reducing trauma symptoms, anxiety, and depression. Our clinical results have continued to be strong, and client testimonies have demonstrated that our service remains critical for the women of Sheffield.

Our activities have proved life-changing for clients. Our in-depth assessment process has proved invaluable, and significant psychological change has occurred due to our specialist 1:1 therapy.

Client Outcomes

We capture a balance of quantitative and qualitative data, and the combination of clinical monitoring using the Trauma Symptom Inventory-II (TSI-2) and self-reported changes whilst identifying personal goals reflects our holistic, collaborative approach.

Our monitoring system is customised, and we are confident it provides the best data collection outcomes for our organisation, clients, and funders. We are mindful of the value and profoundly personal nature of focused therapy time for our beneficiaries, so we endeavour to monitor change with minimal client disruption.

From April 2023 to March 2024, we collected information on 24 different trauma symptoms from all 90 clients who completed therapy. Although we monitor and capture data from various points in the therapeutic journey, we focus our reporting of outcomes primarily on women who have completed therapy with us to provide a more conclusive reflection of change.

The outcomes for this reporting period below show the continuing effectiveness of our

work. Of the 90 women who completed therapy in the reporting period:

- 82% had a statistically significant reduction in their trauma symptoms
- 95% felt more self-confident
- 91% felt better able to say 'no' and be assertive when they needed to be
- 89% felt better able to have healthy boundaries in their relationships
- 100% achieved a personal goal they set for themselves
- 95% felt they were better able to recognise abuse in a relationship
- 96% understood themselves better
- 94% were coping better with their feelings

We received feedback forms from 85 of the 90 clients who completed therapy. These showed a positive trend among clients in self-reported improvements in physical health and mental health-related emergency visits:

- 44% said their physical health had improved
- 35% were visiting their GP less often
- 23% were visiting A&E less often

Feedback forms also showed how clients felt about Saffron Sheffield:

- 100% were happy with the service they received
- 100% would recommend Saffron Sheffield to a friend
- 98% were satisfied with their initial contact and response

Of the 23 clients who completed their 1:1 wellbeing sessions this year, 21 (91%) saw a reduction in depression symptoms as measured by the Patient Health Questionnaire (PHQ), and 19 (83%) experienced a decrease in their general anxiety as measured by the Generalised Anxiety Disorder (GAD) 7 scale.

Client Voices

"Saffron has been a lifesaver for me. I was welcomed in without judgement, and my therapist listened to me with compassion, enabling me to achieve the goals I set out at the start of my therapy."

"I am definitely thinking about things differently. I am able to notice my fight/flight response much quicker and understand where this comes from. I am less stressed overall and feel more comfortable in myself."

"For me, the fact that this therapy is even available has been life-changing. Being with a women-only service has provided me with an environment where I feel completely safe and heard by the therapist and the service as a whole. It has been helpful that this is a free service to reduce any financial stress."

"Being able to speak to somebody with a kind voice and unpack all the pain I have been in

has given me time to reflect on things and better understand myself and my relationships. I feel like my therapy has saved my life. My therapist has been incredibly kind, an excellent listener, and nonjudgmental."

"When I have had therapy before, I guess it has not been specialised enough. At Saffron, I have not felt pressured or rushed and felt understood in a way I have not felt before."

"It's been a different experience for me, having only been in NHS services. Saffron is a lot more person-centred, and I am in the lead. Things like always being on time, the room always being prepared, and being given a heads up if a session is being cancelled helped me trust it."

"The sessions offered did not feel limited. I felt I was assessed properly and provided the right amount of support. The fact that I can have a female therapist and that it is a female-only service has enabled me to feel safe to engage in therapy and the service as a whole."

"I believe that the service has had a huge impact on me. I have learned a lot and do not need others to validate or inform me of who I am. I am starting to know who I am for myself. I also feel that my body is healing as well."

"Having services that can help someone like me, at my age, who has had past trauma but has not had much contact or support from other services. It's never too late to do the reflection and focus on your mental health. It's just amazing that it's free, and I feel very privileged to have had this support."

"I am forever grateful to Saffron for giving me this opportunity to grow."

"The service from everyone - all staff - clinical and office staff has always been really helpful and polite. I have recommended the service to lots of people. I feel like I have really benefited in terms of understanding myself, not just recognising my behaviours but also changing my behaviours. People have mentioned that I have become a more positive person - not just outwardly but also in my thought processes."

"I feel like even though it was a long wait due to covid, that the wait was worth it. Therapy has helped me really engage with how I feel and my body and how different parts of my life affect me, but also how to recognise those feelings and how to respond. I wish I had more sessions, but at the same time, I don't think I need them!"

"To be honest, I didn't think anything was going to change, but I feel different. My friends have said they have seen such a change in me in the past year. Incredible."

"I have found my therapy very rewarding. It has been really good to speak with someone who has unconditional empathy and through this establish a trusting relationship This has made me feel very safe to talk about myself and find more healthy ways of coping with both past and present difficulties."

"I thought when I first started 'who would want to listen to me.' I feel like something is clicking in my brain now. I feel different and not as traumatised by my abuse. The 40 sessions have given me the time to work deeper and speak about things that were tightly locked away."

"After everything I have kept bottled up in me for so long, I finally feel free. I feel like I can breathe and finally can consider myself a functioning and self sufficient member of society, and do more meaningful work in improving and furthering myself."
"Saffron has provided me with therapy that I would not have otherwise been able to afford. My therapist, through Saffron, has changed my life."

"I have changed from a confused dysfunctional person to someone who feels confident they have the tools to live safely. Thank you Saffron."

"Saffron showed me that change is possible."

"My therapist has successfully given me the space to explore my past traumas in both a sensitive and validating way. During our sessions, I have felt secure enough to release emotions which were previously repressed, and I have been taught how to reframe my past experiences and learn how to be compassionate with my younger self. My therapist has provided me with coping tools which I'll be able to utilise for the rest of my life, and for that, I'll be forever grateful."

"I wouldn't have been able to have therapy if it weren't for video calls. The video option has made it 100% accessible for me. I'm comfortable and safe, and it's made it easier for me to open up to my therapist."

"The therapy Saffron has offered me has been life-changing. I feel like we managed to kickstart the healing of my trauma, as well as personal growth that would have taken me many years to resolve by myself, if at all."

"I've had therapy before, which had nowhere near the same impact as what Saffron offers. It was the specific trauma-based approach and expertise that finally helped me overcome and deal with my trauma and the resulting patterns that I carried throughout adulthood."

"I've learned so much about myself, and for the first time in my life, I feel like I can finally start moving forward, which is tremendous and exciting."

"What a lifeline therapy with Saffron has been for me - I'm genuinely not sure I would still have been here without it."

"This is the first time I have been spoken to and treated like a human being."

Financial Review

Overview

At the end of the reporting period, the charity held total funds of £336,292 (2023: £311,647). Of this, £42,342 (2023: £4,544) is held in Restricted funds and £293,950 (2023: £307,103) in Unrestricted funds. The Unrestricted funds total of £293,950 comprises the value of Saffron Sheffield's main premises (289 Abbeydale Road), which

is a fixed asset of £134,815, free reserves of £116,000, a designated building fund of £14,000 and a designated fund of £29,135 which is allocated towards service delivery in the new financial year 2024-25. This breakdown is shown in the Notes to the Accounts, Note 20. Net current assets at the end of the reporting period were £201,477 (2023: £173,087).

Income

Total income for the reporting period came to £363,512, an increase from the previous year (2023: £292,799). The Sheffield Integrated Care Board (ICB), formally the Clinical Commissioning Group (CCG), has continued to acknowledge the importance of our work in Sheffield, awarding us £85,428 in the reporting period. We appreciate that the ICB continues to recognise our role as a specialist service provider by renewing our 3-year grant agreement and continuing the same level of funding until 2026-27.

In addition, we were fortunate to have been awarded 21 grants totalling £257,190 (2023: £201,706) from a range of local and national charitable trusts, which are detailed in the Notes to the Accounts, Note 4. 8 of these grants are multi-year funding agreements, and include the National Lottery, The Henry Smith Charity and the Leathersellers Company Charitable Trust, who we specifically targeted to help ensure future funding security.

Per our funding strategy, we continued seeking opportunities to diversify our income streams with more individual donor fundraising activities. These included an ongoing partnership with Sheffield Wednesday Football Club - taking a bucket collection outside Hillsborough Stadium on match days, a matched funding appeal, peer-to-peer sponsored events including a 150ft indoor abseil and the 'Step out for Saffron' walking challenge. We have also increased our digital presence, including supporter emails, social media channels and website development, enabling a more straightforward process for online donations. We also delivered three external CPD training events to therapists and professionals across South Yorkshire.

The total income from donations, which includes individual giving and campaign activity, during the reporting period was £15,131 (2023: £11,430). The new income stream from training events was £4,470.

We are encouraged that our income from individual donations is significantly higher than the previous year despite the current cost of living pressures. We will continue to monitor the situation, manage risk, and be agile in our strategic decision-making regarding our ongoing fundraising activities.

Expenditure

Total expenditure for the reporting period came to £338,867, an increase compared to the previous year (2023: £298,067). As a provider of specialist services, staff costs continue to be our main expenditure, and we increased capacity across the staff team in the year in response to the increased demand for our services.

In the reporting period, we increased all staff salaries by 2% due to the continued rising cost of living. We also invested in a translation service to increase the inclusivity of our services to women for whom English was not their first language and installed a new VoIP digital alarm system in our building.

Reserves Policy

The trustees review the reserves yearly to ensure they align with Charity Commission guidance. We hold reserve funds to;

- meet expenditure commitments in the event of cash flow difficulties, which could otherwise bring about an interruption to service for our clients
- pay for unforeseen expenditure
- enable the winding up of the charitable company in the event of ceasing to operate

The level of required reserves agreed by the trustees is an amount sufficient to cover at least four months of fixed and essential running costs (as per the budgeted costs for the financial period). The trustees have therefore approved an increase to the level of reserves held up to £116,000 for the financial year ahead (£108,000 for the financial year ending 31 March 2024). Reserves are held in a separate bank account, which enables the charity to benefit from increased protection for its cash deposits under the Financial Services Compensation Scheme (FSCS) and quarterly interest payments.

Plans for the Future

As we finalise this report, we are focused on several ongoing fundraising activities, including individual appeals, sponsored events, and community activities, to continue to diversify our income.

Our CEO and Head of Clinical Services will spend time during 2024 reviewing the current structure of our team, ensuring that it best serves the needs of a growing organisation, and making positive changes where required, in consultation with the Board of Trustees.

Our CEO and Client Engagement Representative will continue building the client engagement programme with activities planned for the autumn of 2024, including a craft and coffee group and a storytelling workshop.

We have secured a donated energy efficiency audit for our building, which will help us secure funding for some much-needed renovation and building maintenance, including new windows, damp-proofing, and solar panel installation.

Statement of Responsibilities of the Trustees

The trustees (who are also directors of Sheffield Women's Counselling and Therapy Service Limited for the purposes of company law) are responsible for preparing the trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year, which give an accurate and fair view of the charitable company's state of affairs and the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose the charitable company's financial position with reasonable accuracy at all times and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the charitable company's assets and, hence, for taking reasonable steps to prevent and detect fraud and other irregularities.

Additionally, the trustees are responsible for maintaining the integrity of the corporate and financial information on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The trustees have prepared this report in accordance with the provisions applicable to companies subject to the small companies regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 28 October 2024 and signed on their behalf by:

_____
Judith Dodds, Treasurer

_____
Gillian Godden, Trustee

Independent examiner's report to the members of
Sheffield Women's Counselling and Therapy Service Limited (Saffron Sheffield)

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 23 to 44.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats Manchester, M4 6JG

Date 19 November 2024

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	15,131	-	15,131	*11,430*
Charitable activities	4	62,500	280,118	342,618	*281,369*
Other trading activities	5	4,612	-	4,612	-
Investments		1,151	-	1,151	-
Total income		**83,394**	**280,118**	**363,512**	***292,799***
Expenditure on:					
Raising funds	6	39,597	-	39,597	*31,941*
Charitable activities	7	56,950	242,320	299,270	*266,126*
Total expenditure		**96,547**	**242,320**	**338,867**	***298,067***
Net income/(expenditure) for the year	9	**(13,153)**	**37,798**	**24,645**	***(5,268)***
Net movement in funds for the year		**(13,153)**	**37,798**	**24,645**	***(5,268)***
Reconciliation of funds					
Total funds brought forward	21	307,103	4,544	311,647	*316,915*
Total funds carried forward	21	**293,950**	**42,342**	**336,292**	***311,647***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

A full comparative Statement of Financial Activities is available on the last page of the financial statements.

Sheffield Women's Counselling and Therapy Service Limited
Company number 02443288

Balance sheet as at 31 March 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	14		134,815		*138,560*
Total fixed assets			**134,815**		***138,560***
Current assets					
Debtors	15	36,266		*9,494*	
Cash at bank and in hand	16	185,058		*216,636*	
Total current assets		**221,324**		***226,130***	
Liabilities					
Creditors: amounts falling due in less than one year	17	(19,847)		*(53,043)*	
Net current assets			**201,477**		***173,087***
Total assets less current liabilities			336,292		*311,647*
Net assets			**336,292**		***311,647***
The funds of the charity:					
Restricted income funds	19		42,342		*4,544*
Unrestricted income funds	20		293,950		*307,103*
Total charity funds			**336,292**		***311,647***

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' (trustees') responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006
- The directors (trustees) acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 26 to 44 form part of these accounts.

Approved by the trustees on 28/10/2024 and signed on their behalf by:

Judith Dodds, Treasurer

Gillian Godden, Trustee

Sheffield Women's Counselling and Therapy Service Limited

Statement of Cash Flows
for the year ending 31 March 2024

	Note	2024 £	*2023* *£*
Cash provided by/(used in) operating activities	22	**(32,729)**	***(38,744)***
Increase/(decrease) in cash and cash equivalents in the year		(31,578)	*(38,744)*
Cash and cash equivalents at the beginning of the year		216,636	*255,380*
Cash and cash equivalents at the end of the year	16	**185,058**	***216,636***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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 (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Sheffield Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f 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 to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land & buildings	50 years
Improvements to property	4 years
Fixtures & fittings	3 years
Equipment	4 years

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were £nil outstanding contributions at the year end.

The money purchase plan is managed by The Pensions Trust and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.45% for the main fund, and total expense ratio is less than 0.52%, and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. 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 registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2024 £	*Total 2023 £*
Donations		
Individual Giving, Gift aid and The Big Give campaign activity	10,610	*8,072*
The Big Give (matched donations)	2,021	*358*
Hasluck Charitable Trust	2,000	-
Gripple Foundation	500	*1,000*
Arnold Clark Community Fund	-	*1,000*
The Cooperative Bank	-	*1,000*
Total	15,131	*11,430*

All donations and legacies income is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
NHS South Yorkshire ICB	-	85,428	85,428
The Leathersellers' Foundation	25,000	-	25,000
Sheffield Town Trust	-	2,000	2,000
J.G. Graves Charitable Trust	-	3,000	3,000
The Cutlers' Company Charitable Trust	1,000	-	1,000
Henry Smith Charity	-	63,700	63,700
South Yorkshire Mayoral Combined Authority / MoJ	-	23,382	23,382
James Neill Trust Fund	2,000	-	2,000
Zachary Merton & George Woofindin Convalescent Trust	-	500	500
Evan Cornish Foundation	-	10,000	10,000
Charles and Elsie Sykes Trust	2,000	-	2,000
The National Lottery Community Fund	-	64,230	64,230
People's Postcode Lottery	25,000	-	25,000
Wesleyan Foundation	-	10,000	10,000
South Yorkshire Mayoral Combined Authority	-	7,500	7,500
February Foundation	-	5,000	5,000
Schroder Charity Trust	4,000	-	4,000
Souter Charitable Trust	3,000	-	3,000
The Secretary of State for Health and Social Care	-	2,678	2,678
Sheffield Church Burgesses Trust	-	2,000	2,000
The Big Give Digital Grant	-	700	700
Hyman Winstone	500	-	500
Total	62,500	280,118	342,618

4 Income from charitable activities (cont.)

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2023 £*
NHS South Yorkshire ICB	*-*	*83,021*	*83,021*
Sheffield City Council Covid recovery	*-*	*50,000*	*50,000*
The Leathersellers' Foundation	*25,000*	*-*	*25,000*
Sheffield City Council Tackling Inequalities	*-*	*10,000*	*10,000*
Sheffield Town Trust	*-*	*2,000*	*2,000*
J.G. Graves Charitable Trust	*-*	*3,000*	*3,000*
The Cutlers' Company Charitable Trust	*1,000*	*-*	*1,000*
Henry Smith Charity	*-*	*60,000*	*60,000*
Lloyds Bank Foundation for England & Wales	*2,250*	*-*	*2,250*
South Yorkshire Mayoral Combined Authority / MoJ	*-*	*23,382*	*23,382*
The Brelms Trust CIO	*-*	*3,466*	*3,466*
James Neill Trust Fund	*2,000*	*-*	*2,000*
The Talbot Trusts	*-*	*2,500*	*2,500*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*750*	*750*
Evan Cornish Foundation	*-*	*10,000*	*10,000*
Charles and Elsie Sykes Trust	*2,000*	*-*	*2,000*
The Tramlines Trust	*1,000*	*-*	*1,000*
Total	*33,250*	*248,119*	*281,369*

5 Income from other trading activities

	2024 £	*2023* *£*
Saffron merchandise sales	142	-
Training income	4,470	-
	4,612	-

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2024 £	*2023* *£*
Staff costs	32,559	*26,942*
Fundraising costs	7,038	*4,999*
	39,597	*31,941*

All expenditure on cost of raising funds is unrestricted.

7 Analysis of expenditure on charitable activities

	Total 2024 £	*Total 2023 £*
Staff costs (see note 10)	230,026	*198,996*
Recruitment	250	*1,280*
Supervision	900	*1,275*
Associate therapists	28,277	*30,067*
Staff training	2,256	*3,071*
Staff travel & subsistence	204	*237*
Volunteer costs	65	*76*
User costs	42	*5*
Subscription & reference	1,367	*293*
Office supplies	521	*792*
Consultancy fees & expenses	7,269	*4,617*
Events & conferences	2,467	-
Awareness raising	1,767	*3,212*
Premises costs	10,946	*9,560*
Office costs	4,205	*4,323*
Equipment & repairs	1,644	*1,694*
Depreciation	3,745	*3,745*
Governance costs (see note 8)	3,319	*2,883*
	299,270	*266,126*

	2024 £	*2023 £*
Restricted expenditure	242,320	*259,345*
Unrestricted expenditure	56,950	*6,781*
	299,270	*266,126*

8 Analysis of governance and support costs

	Basis of apportionment	Governance £	Total 2024 £
Trustees training and recruitment	Governance	442	442
Independent examination fees	Governance	504	504
Accountancy services	Governance	1,906	1,906
Legal and professional	Governance	467	467
		3,319	3,319

Previous reporting period

	Basis of apportionment	*Governance £*	*Total 2023 £*
Independent examination fees	*Governance*	*480*	*480*
Accountancy services	*Governance*	*1,700*	*1,700*
Legal and professional	*Governance*	*703*	*703*
		2,883	*2,883*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	*2023 £*
Depreciation	3,745	*3,745*
Operating lease rentals:		
Property	-	*423*
Independent examiner's fees (net of VAT)		
Accountancy fees	1,342	*1,207*
Independent examination	420	*400*
QuickBooks Online subscription	246	*210*

10 Staff costs

Staff costs during the year were as follows:

	2024 £	*2023* *£*
Wages and salaries	230,717	*199,685*
Social security costs	13,411	*10,547*
Pension costs	18,457	*15,706*
	262,585	*225,938*
Allocated as follows:		
Cost of raising funds	32,559	*26,942*
Charitable activities	230,026	*198,996*
	262,585	*225,938*

No employee has employee benefits in excess of £60,000 (2023: Nil).

The average number of staff employed during the period was 11 (2023: 11).

The key management personnel of the charity comprise the trustees and Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £48,600 (2023: £41,814).

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2023: Nil).

Aggregate donations from related parties were £622 (2023: £651).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

A declaration of interest was made in 2022/23 which relates to the supplier Custodia Continuity who were contracted to provide data security consultancy and support (to the value of £4,644 in the year ended 31 March 2024 (2023: £4,617) which is shown under Consultancy fees in Note 7, Expenditure breakdown).

One of the Directors of Custodia Continuity is the partner of a key staff member (Finance Manager) and therefore, in the interests of transparency, the Trustees consider it appropriate to disclose this as a related party transaction. The decision to engage Custodia Continuity was reviewed by the Chair of Trustees at the time prior to the contract being issued.

No other person related to the charity or Trustees had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: Nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	*2023* *£*
NHS South Yorkshire ICB	85,428	*83,021*
South Yorkshire Mayoral Combined Authority / MoJ	23,382	*23,382*
South Yorkshire Mayoral Combined Authority	7,500	-
The Secretary of State for Health and Social Care	2,678	-
Sheffield City Council	-	*60,000*
	118,988	*166,403*

The unfulfilled conditions and contingencies attaching to the grants were to complete restricted projects (see note 19).

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Property & improvements £	Fixtures & fittings £	Equipment £	Total £
Cost				
At 1 April 2023	191,840	3,607	2,283	197,730
Additions	-	-	-	-
Disposals	(4,590)	-	-	(4,590)
At 31 March 2024	187,250	3,607	2,283	193,140
Depreciation				
At 1 April 2023	53,280	3,607	2,283	59,170
Charge for the year	3,745	-	-	3,745
Disposals	(4,590)	-	-	(4,590)
At 31 March 2024	52,435	3,607	2,283	58,325
Net book value				
At 31 March 2024	134,815	-	-	134,815
At 31 March 2023	*138,560*	-	-	*138,560*

15 Debtors

	2024	*2023*
	£	*£*
Grants receivable	34,793	*7,521*
Other debtors	-	*238*
Prepayments and accrued income	1,473	*1,735*
	36,266	*9,494*

16 Cash at bank and in hand

	2024	*2023*
	£	*£*
Cash at bank and in hand	185,058	*216,636*
	185,058	*216,636*

17 Creditors: amounts falling due within one year

	2024	*2023*
	£	*£*
Other creditors and accruals	9,347	*6,343*
Deferred income	10,500	*46,700*
	19,847	*53,043*

18 Deferred income

	2024	*2023*
	£	*£*
Deferred grant brought forward	46,700	*88,250*
Grant received	10,500	*46,700*
Released to income from charitable activities	(46,700)	*(88,250)*
Deferred grant carried forward	10,500	*46,700*

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
NHS South Yorkshire ICB	4,544	85,428	(89,972)	-	-
Sheffield Town Trust	-	2,000	(2,000)	-	-
J.G. Graves Charitable Trust	-	3,000	(3,000)	-	-
Henry Smith Charity	-	63,700	(53,473)	-	10,227
South Yorkshire Mayoral Combined Authority / MoJ	-	23,382	(23,382)	-	-
Zachary Merton & George Woofindin Convalescent Trust	-	500	(500)	-	-
Evan Cornish Foundation	-	10,000	(10,000)	-	-
The National Lottery Community Fund	-	64,230	(32,115)	-	32,115
Wesleyan Foundation	-	10,000	(10,000)	-	-
South Yorkshire Mayoral Combined Authority	-	7,500	(7,500)	-	-
February Foundation	-	5,000	(5,000)	-	-
The Secretary of State for Health and Social Care	-	2,678	(2,678)	-	-
Sheffield Church Burgesses Trust	-	2,000	(2,000)	-	-
The Big Give Digital Grant	-	700	(700)	-	-
Total	4,544	280,118	(242,320)	-	42,342

19 Analysis of movements in restricted funds (cont.)

Previous reporting period	*Balance at 1 April 2022 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2023 £*
NHS South Yorkshire ICB	*13,581*	*83,021*	*(92,058)*	*-*	*4,544*
Sheffield City Council Covid Recovery	*-*	*50,000*	*(50,000)*	*-*	*-*
Sheffield City Council Tackling Inequalities	*-*	*10,000*	*(10,000)*	*-*	*-*
Sheffield Town Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
J.G. Graves Charitable Trust	*-*	*3,000*	*(3,000)*	*-*	*-*
Henry Smith Charity	*-*	*60,000*	*(60,000)*	*-*	*-*
South Yorkshire Mayoral Combined Authority / MoJ	*-*	*23,382*	*(23,382)*	*-*	*-*
South Yorkshire's Community Foundation	*1,489*	*-*	*(1,489)*	*-*	*-*
The Brelms Trust CIO	*-*	*3,466*	*(3,466)*	*-*	*-*
The Talbot Trusts	*-*	*2,500*	*(2,500)*	*-*	*-*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*750*	*(750)*	*-*	*-*
The Big Give	*700*	*-*	*(700)*	*-*	*-*
Evan Cornish Foundation	*-*	*10,000*	*(10,000)*	*-*	*-*
Total	*15,770*	*248,119*	*(259,345)*	*-*	*4,544*

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
NHS South Yorkshire ICB	One year extension of 2020-23 grant towards the running costs of the charity. The funding enables the provision of Saffron Sheffield's service which offers women who have suffered sexual abuse an opportunity to explore their feelings and experiences in a safe, supportive women only setting.
Sheffield Town Trust	Towards the running costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced trauma or abuse.
The JG Graves Charitable Trust	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.
The Henry Smith Charity - Improving Lives Grant	The first of three years' continuation funding towards the running costs of the charity and, in particular, to maintain the post of Head of Clinical Service and to contribute to Senior Therapist posts.
South Yorkshire Mayoral Combined Authority (formally SY Police & Crime Commissioner) - Victim Services Grant/Ministry of Justice	The second of three years' funding towards the cost of therapy provision for women who have experienced trauma or abuse. The fund contributes to the cost of three part-time Therapist posts.
The Zachary Merton & George Woofindin Convalescent Trust	Towards the running costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced trauma or abuse.
Evan Cornish Foundation	The first of a two year grant towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.
The National Lottery Community Fund	The first of three years' funding towards the cost of therapy provision for women who have experienced trauma or abuse. The fund also contributes to Client Engagement activities.
Wesleyan Foundation (South Yorkshire's Community Foundation)	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse. The fund has contributed to the cost of a part-time Therapist post.
South Yorkshire Mayoral Combined Authority (formally SY Police & Crime Commissioner) - Community Grant Scheme	Funding to support women who have suffered domestic abuse in Sheffield by contributing to the cost of two Senior Therapist posts.

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
The February Foundation	Towards the running costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced trauma or abuse.
The Secretary of State for Health and Social Care - Suicide Prevention Grant Fund	Towards the cost of delivering long term trauma therapy for vulnerable women in Sheffield.
Sheffield Church Burgesses Trust	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.
The Big Give Digital Grant	A Women and Girls Digital grant which was allocated towards IT and Data Security services in the year.

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
General fund	246,560	58,394	(40,139)	(14,000)	250,815
Building fund	-	-	-	14,000	14,000
Business continuity fund	60,543	25,000	(56,408)	-	29,135
	307,103	83,394	(96,547)	-	293,950

Previous reporting period	*Balance at 1 April 2022 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2023 £*
General fund	*245,305*	*19,680*	*(18,425)*	-	*246,560*
Business continuity fund	*55,840*	*25,000*	*(20,297)*	-	*60,543*
	301,145	*44,680*	*(38,722)*	-	*307,103*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The General Fund figure after allowing for all designated funds. This figure comprises Saffron Sheffield's free reserves of £116,000 and the value of its fixed asset (property at 289 Abbeydale Road) £134,815.
Building fund	Building fund for maintenance and improvements to premises on Abbeydale Road
Business continuity fund	Designated to fund otherwise unfunded operating costs in the 2024-25 operational budget. This fund includes a further £25,000 received from The Leathersellers' Foundation which has been designated to fund operating costs in the 2024-25 financial year.

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	134,815	-	-	134,815
Net current assets/(liabilities)	116,000	43,135	42,342	201,477
Total	250,815	43,135	42,342	336,292

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*138,560*	*-*	*-*	*138,560*
Net current assets/(liabilities)	*108,000*	*60,543*	*4,544*	*173,087*
Total	*246,560*	*60,543*	*4,544*	*311,647*

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net income/(expenditure) for the year	24,645	*(5,268)*
Adjustments for:		
Depreciation charge	3,745	*3,745*
Decrease/(increase) in debtors	(26,772)	*7,616*
Increase/(decrease) in creditors	(33,196)	*(44,837)*
Net cash provided by/(used in) operating activities	(32,729)	*(38,744)*

23 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Donations and legacies	3	11,430	-	11,430	*11,945*
Charitable activities	4	33,250	248,119	281,369	*235,806*
Other trading activities	5	-	-	-	*1,521*
Total income		**44,680**	**248,119**	**292,799**	***249,272***
Expenditure on:					
Raising funds	6	31,941	-	31,941	*19,436*
Charitable activities	7	6,781	259,345	266,126	*255,560*
Total expenditure		**38,722**	**259,345**	**298,067**	***274,996***
Net income/(expenditure) for the year	9	**5,958**	**(11,226)**	**(5,268)**	***(25,724)***
Net movement in funds for the year		**5,958**	**(11,226)**	**(5,268)**	***(25,724)***
Reconciliation of funds					
Total funds brought forward		301,145	15,770	316,915	*342,639*
Total funds carried forward		**307,103**	**4,544**	**311,647**	***316,915***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales - Charity number 1010129

Accounts

saffron

Sheffield Women's Counselling
and Therapy Service

Sheffield Women's Counselling and Therapy Service Limited

trading as

Saffron Sheffield

Report and Financial Statements for the Year Ended 31 March 2023

Charity Registration Number 1010129 (England & Wales)
Company Registration Number 02443288

Reference and Administration Details

Charity Name: Sheffield Women's Counselling and Therapy Service Limited, also known as Saffron Sheffield

Charity No: 1010129 (England & Wales)

Company No: 02443288

Registered Office & Operational Address:
289 Abbeydale Road, Sheffield, South Yorkshire S7 1FJ

Trustees: Trustees who are also directors under company law and who served during the year and up to the date of this report were as follows:
Pamela Marshall (Chair, until resignation at AGM on 21/11/22)
Emma Draper (Chair from 21/11/22)
Teresa Allewell (Stepped down as Treasurer at AGM on 21/11/22)
Judith Dodds (Treasurer from 21/11/22)
Ahmina Akhtar (Deputy Chair)
Olivia Sinclair
Gillian Godden
Afolasade Ladejobi

Key Management Personnel:
Sarah Smart (Chief Executive Officer)
Ingrid Harris (Head of Clinical Services)
Keren Bramman (Finance Manager)
Danielle Hogan (Office Manager)

Bankers: Co-operative Bank plc
PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT

Independent Examiner:
Christy Lau FCCA CTA DChA, Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

Saffron Sheffield's Board of Trustees present their report and the unaudited financial statements for the year ended 31 March 2023. The trustees' report includes the directors' report, as company law requires.

The reference and administration details on page 1 form part of this report. All financial statements comply with current statutory requirements, the memorandum and articles of association of Sheffield Women's Counselling and Therapy Service Limited ("**the company**" or "**the charity**" or "**Saffron Sheffield**") and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Structure, Governance and Management

Sheffield Women's Counselling and Therapy Service Limited is a charitable company limited by guarantee, incorporated on 15 November 1989 and registered as a charity on 26 March 1992. The Saffron directors established the company under a Memorandum of Association, which sets out its objects and powers, and its Articles of Association govern it. Sheffield Women's Counselling and Therapy Service Limited adopted the trading name Saffron Sheffield in 2019.

Day-to-day responsibility of the charity is delegated by the trustees to the CEO, supported by the Head of Clinical Services. The management and governance of Saffron Sheffield are guided by local, regional and national policy and informed by feedback from both current and past clients.

We hold memberships with the British Association for Counselling and Psychotherapy (BACP), the National Council for Voluntary Organisations (NCVO), and the Association of Chief Executives for Voluntary Organisations (ACEVO).

Board of Trustees

The board usually comprises 7 - 10 trustees. A person wishing to become a trustee must be aged 18 or over and recommended by the trustees after an appropriate recruitment process. Trustees must retire at each AGM but can offer themselves for re-election or further co-option. Trustees can at any time co-opt someone to be a trustee, but the total number of co-opted trustees can be, at most, half the number of elected trustees.

Trustees meet 11 times a year. Quarterly reports are provided by the CEO, Head of Clinical Services and Finance Manager, covering financial performance, clinical outcomes and staff well-being.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in Notes to the Accounts, Note 11. The trustees of Saffron Sheffield guarantee to contribute an amount not exceeding £1 to the charity's assets in the event of winding up.

Risk Management

Although Saffron Sheffield's current turnover is below the threshold requirement to report on Risk Management, the trustees believe it remains good practice to carry out reviews appropriate to the scale and risk of our service.

Saffron Sheffield's Risk Register and Risk Appetite Framework, reflecting all aspects of the charity's operations, is annually reviewed to be confident that there is the appropriate management of any organisational risks.

We have appropriate and robust policies and processes for our service, such as safeguarding, health and safety, data security and finance. We ensure all staff have read and understood each one and have continuous access to those relevant to their post and responsibilities.

The following are specific risk reviews and actions undertaken during the reporting period.

- Recognising that the periods of lockdown during the pandemic significantly affected workforce well-being and mental health and that a positive life-work balance can improve employee motivation and performance and reduce stress, the trustees approved a Flexible and Remote Working policy to formalise ongoing arrangements temporarily made with staff members during the Covid-19 pandemic.
- Having decided to continue to provide a blended service of online, telephone and face-to-face therapy indefinitely, Saffron Sheffield recognised the increased risk of a data security breach. The trustees engaged a specialist data protection company, Custodia Continuity, to audit all systems and data controls annually to ensure continuous client confidentiality and legal compliance. Custodia Continuity also worked with the CEO to implement the following;
    - new secure and robust data backup processes for all client data and shared drive workspaces
    - annual data security training for all staff and trustees
    - guest internet services at Saffron Sheffield's premises and appropriate anti-virus software across all of our hardware and cloud-based devices to ensure the highest protection against cybercrime
    - continuous management and updating of all data security and compliance policies
- As our Financial Review later mentions in this report, the trustees recognised the risk of holding all our funds in one bank account. To minimise any losses in the event of a bank failure and to maximise protection from the Financial Services Compensation Scheme (FSCS), the trustees agreed to open a second bank account.

We manage any specific client risk through assessments at several stages throughout the therapy journey. Our therapists undertake structured assessments and have

support from the Head of Clinical Service to share decision making and ensure any intervention is proportionate.
All clinical staff receive clinical supervision from either the Head of Clinical Services or another qualified and approved therapist. We ensure all supervisors follow best practice guidance from the BACP.

Objectives and Activities

The trustees have given due regard to the Charity Commission's guidance on public benefit when annually reviewing the charity's objectives and planning its activities, complying with the duty in section 4 of the 2006 act.

The objectives of Saffron Sheffield, as set out in its governing document, are

- to promote and protect the mental health and wellbeing of women and girls, in particular through the provision of counselling and psychotherapy, and
- to advance the education of the public with regard to the mental health and wellbeing of women and girls.

This report will examine how Saffron Sheffield's activities in the reporting year have contributed to its objectives. It will also highlight how the charity has benefited the people it aims to help.

Who We Help

The direct beneficiaries of our activities are women in Sheffield aged 16 and over who have experienced trauma in childhood or adulthood. Our clients usually suffer from complex post-traumatic stress symptoms due to chronic or repeated instances of trauma.

Women self-refer to our service, having been signposted in 2022-23 by their GP (19%), Sheffield Talking Therapies - IAPT (15%), Online search engine (13%), friends (10%), Social Services (4%), Community Mental Health Teams (2%), university counsellors (2%), or other organisations or individuals (35%).

The women who accessed our service during 2022-23 relayed to us the following experiences and trauma responses;

Traumatic experiences

- 40% experienced sexual abuse, sexual violence, rape or sexual exploitation as a child or young adult.
- 25% experienced sexual abuse, sexual violence, rape or sexual exploitation as an adult.
- 44% experienced physical domestic abuse.
- 70% experienced mental/emotional/controlling (coercive) behaviour.

- 57% experienced relationship trauma.
- 1% experienced exploitation, modern slavery, trafficking or county lines.
- 11% experienced being a victim or witness of a crime or an accident.
- 16% experienced health or medical related trauma.
- 21% experienced bereavement.

Traumatic responses

- 97% had depression, anxiety or stress.
- 15% had self-harmed.
- 42% had suicidal thoughts.
- 9% had attempted suicide.
- 8% were misusing substances.
- 8% were misusing alcohol.

The women who access our support frequently disengage with other services, suffering additional distress, thereby increasing the risk of further abuse or exploitation.

We work with women who are often denied access to other services because

- They are actively self-harming
- They have recently attempted suicide
- They are still living with their abuser
- They are displaying significant dissociative symptoms
- They are assessed as too vulnerable to begin a therapeutic intervention.

We also monitored those accessing our service during 2022-23 to show our reach into the Sheffield community. 37% lived in postcode areas of Sheffield that are ranked in the lowest 15% of wards in the Indices of Deprivation 2019. The correlation between deprivation and poor mental health is well documented. As a further indicator of our clients' often challenging circumstances, 29% were unemployed. Feedback tells us that those in work (28% full-time, 21% part-time) routinely struggled to hold down a job due to trauma symptoms.

Alongside this, we monitored that;

- 20% had Asian, Black or mixed ethnicity.
- 48% self-disclosed their mental ill health as a disability.
- 42% were caring for children.
- 3% were retired.

External Impacts

Several external impacts have exacerbated the mental health fragility of many women we support.

Cost of Living Crisis

Research from the Living Wage Foundation has shown that the cost of living crisis disproportionately impacted women. Many are trapped in low-paid and insecure jobs, such as cleaners, catering staff and care workers. Over half of low-paid workers have been forced to rely on food banks. Poverty and financial stress extend the symptoms of previous trauma experiences and put women at higher risk of severe mental health problems.

A recent study by Women's Aid also reports that the cost of living crisis is devastatingly impacting vulnerable women, with nearly three-quarters of domestic abuse victims saying the spiralling cost of living has stopped them from escaping their abusive partner safely.

In response to this crisis, we offered free essential hygiene and toiletry products in our premises bathrooms for our clients to take discreetly. We also introduced an emergency assistance fund for clients who need help to afford transportation to and from their therapy sessions, which helps to manage the risk of interrupted therapy.

Covid-19

The Covid-19 pandemic has continued to impact women's mental health, exacerbating trauma symptoms such as flashbacks, anxiety, self-harm and suicidality.

We continued a blended offer of face-to-face, online or telephone therapy alongside returning to offering an additional opportunity for evening face-to-face appointments one evening a week at our premises on Abbeydale Road. Learning from this period has been that some clients engage more readily with online sessions, mostly from their homes, and monitoring shows that this has not impacted our effectiveness.

We continued to follow safeguarding and risk management protocols for remote working, carefully managing any signs, symptoms or disclosures of abuse and self-harm. We have appropriately trained all new therapeutic staff recruited since the implementation of remote working.

Media & World Events

The strain of living through and absorbing news headlines and social media commentary on femicide and domestic abuse - alongside the ongoing pandemic, political corruption and the war in Ukraine - has been continuous over the past twelve months. For our clients, this barrage of bad news has resulted in additional emotional distress, fear, concern and an ongoing lack of trust in the police and others whose purpose is to protect society.

Our Service

We provide free, accessible, high-quality psychotherapy and wellbeing activities for women in Sheffield who have experienced trauma. We help women understand that their trauma is not their fault, alleviate their distress and help them rebuild their lives. We continue to see how essential our specialised service is in Sheffield, especially with the disproportionate impact of external forces on women becoming increasingly apparent.

1:1 Therapy

- *Waiting Lists*

  In the face of growing demand and rising costs, there are limits to the service we can safely provide. Despite the generosity of our donors, our capacity only allows us to work with an average of 65 women at any given time. Alongside this, exacerbated trauma symptoms relating to external impacts have increased the number of sessions each woman needs. 91% of our clients now require 20 or more sessions, and the number of those needing 40 sessions has doubled. Because of this, our waiting list has to remain closed longer as women are moving more slowly through our service.

  We opened our waiting list in June 2022, and 320 women registered for 1:1 therapy, a 133% year-on-year increase on our previous intake in 2021.
  Of the 320 women registered in June 2022, 88 started their first therapy session during this reporting year. These 88 had an average waiting time of 39 weeks (9 months) from registration to their first therapy session. During this waiting time, They also undertook their starting point and first full assessment.

  As of the 31st March 2023;

  - 140 women were still awaiting their initial starting point assessment
  - 71 women were awaiting their full assessment, and
  - 32 had completed all assessments and were waiting to start their 1:1 therapy

  We are hoping to be able to open our waiting list again in early 2024.

  As an agile organisation, we have continued to learn and adapt our working processes to maintain expanded delivery levels. We have also implemented a six-monthly communication process for women registered for our service, advising them of an estimated waiting time.

- *Assessments*

  We conducted comprehensive clinical assessments to obtain a detailed picture of

client symptoms, assess their risk to themselves and others, and inform an appropriate personalised therapy offer. For each client, we undertook the following;

- A starting point session identifying suitability for our specialist therapy.
- Full clinical assessments at therapy's beginning, middle and end using an internationally recognised tool (TSI-II).

During 2022-23, we offered 511 assessments (2022: 366). 214 women attended 442 assessments (2022: 143).

- *Therapy Sessions*

Helping women walk free from the severe and multiple traumatic experiences of their past can take time. We offered long-term, tailored, specialised therapy of 6 - 40 sessions, focusing on the woman and her needs. This approach helped therapy progress at a manageable pace. It gave clients time to feel stable and trust enough to go deeper and share the details of their traumatic experiences.

175 women benefited from 1:1 therapy sessions (2022: 153) from the 2,485 1:1 therapy sessions offered (2022: 2,372). 70 clients completed therapy in this time (2022: 75). This year-on-year decrease is due to the number of women needing more sessions, as detailed earlier in this report.

Wellbeing

- *1:1 & Groups*

We offered tailored wellbeing support to help manage risk for clients waiting for 1:1 therapy. We provided 184 sessions of 1:1 wellbeing support (2022: 155), attended by 71 women (2022: 55). We provided 24 sessions of online group well-being support (2022: 30) attended by five women (2022: 5).

Accessibility

- *Premises*

In the first year of the pandemic, our premises at Daniel Hill in Sheffield became unfit for purpose. The Trustees agreed to use 289 Abbeydale Road, a building we own, for all our service operations moving forward. The Trustees gave one month's notice to the local authority to terminate the tenancy of 44 Daniel Hill, and we fully vacated the premises on 18 May 2022.

We have developed a Building Accessibility Statement for 289 Abbeydale Road, available on our website.

- *Non-English Speakers*

  This year we developed processes and pathways to support working clinically with clients for whom English is not their first language. Development included procuring a working relationship with a professional interpreter service and providing specific therapist training.

Recruitment and Team Development

At Saffron Sheffield, we employ and engage highly skilled professionals. During this reporting period, we recruited a new staff therapist, one associate therapist and two volunteer therapists to the clinical team. All underwent rigorous selection and demonstrated they had a good depth of experience in delivering psychotherapy for trauma and abuse before starting with us. We also recruited to the part-time post of Fundraiser.

Our Senior Therapists have now completed supervision training and have taken responsibility for supervising some of our clinical staff and volunteers. We hold a monthly reflective practice for our clinical team.

At the end of the current reporting period, we had eleven employed staff (7 FTE), seven associate staff and four volunteers.

Several staff CPD opportunities took place during this reporting period:

- Pretrial Therapy Protocol
- Safeguarding Lead Training (Level 4)
- Clinical Supervision
- Online and Telephone Counselling
- EMDR Therapy (Eye Movement Desensitisation and Reprocessing)
- Coercive Control
- Working with Interpreters
- General Data Protection Regulation (GDPR)

Client Engagement

A client engagement project in 2021 had limited take-up from former clients. Although this proved helpful learning, we felt a different approach would yield more beneficial results in the future. Early in 2023, we reached out to a broader pool of former clients by email, asking a range of service-related questions and inviting additional feedback. We received a high response rate (30%). We also proposed a regular focus group for client feedback, which was exceptionally well received (73% of respondents said they would attend). Further development work for client engagement will continue into 2023-24.

Awareness Raising

Saffron Voices

Our first 'Saffron Voices' impact event took place on Thursday, 23rd November 2022. The Sheffield company Gripple donated the use of their building Glide House for the event. The 40 attendees included donors and representatives from other Sheffield services and organisations.

"There was a wide range of information, people to talk to, and activities to participate in. The speech was especially moving and brought home what a huge impact the support of the charity can have. The outcome measures were also very impressive."

"I was impressed by the outcome measures, having never seen such detail of stats related to a therapeutic relationship before. It felt very powerful to have the quality of the work defined with so many clear figures. The personal account of a previous client was incredibly humbling and inspiring. Hearing about the journey of recovery a survivor can experience was an inspiration."

"There was a sense of calmness, kindness & strength to the service."

"Understanding the vision and aims for Saffron and having the info tables and person with lived experience speak helped to reinforce Saffron's importance within Sheffield."

"Thank you for a well-thought-out, inspiring event."

Fundraising

In the post-COVID environment, our services are in high demand. Yet, the end of emergency grants has meant that income diversification and financial sustainability remain a high priority.

Recognising that fundraising capacity within the charity was limited, a part-time fundraiser was recruited in the latter part of 2022 to focus on larger, multi-year grant applications, allowing the CEO more time to focus on major donor, corporate and individual fundraising activities. Alongside this, we stayed updated with charity regulations and data protection developments to ensure we were legally compliant.

Partnerships

Saffron Sheffield plays an active role in several networks within the Sheffield and South Yorkshire area and nationally.

Sheffield Psychologies Board (SPB)

This board meets monthly to share practice, collaborate on service improvements and develop client/patient pathways. Consequently, mental health practitioners across the

city are better aware of our specialist service and how to signpost clients to us. We can also better support clients to access other mental health services. We are well-embedded in existing pathways and regularly liaise with other health and social care practitioners to ensure continuity of care.

End Violence Against Women and Girls (WAVES)

WAVES is a Sheffield voluntary sector forum for organisations whose primary purpose is working to end violence against women and their children. Saffron is a member organisation and works collaboratively to share resources, information, and best practices to develop a strong voice to tackle domestic and sexual abuse, rape and other forms of male or gender-based violence.

Mental Health Partnership Network (MHPN)

This network was developed to support and sustain Sheffield's strong mental health voluntary sector. It exists to ensure that the mental health voice is heard, its diverse perspectives are represented in several inter-agency forums and opportunities are maximised to influence policy and decision-makers, funders and commissioners and other partner agencies. Saffron Sheffield's CEO has been a member of the Steering Committee of the MHPN since September 2021.

The Survivor's Trust

The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK. It has been providing infrastructure support to members for the past 15 years. Saffron Sheffield is one of 124 member agencies based in the UK and Ireland.

Synergy (Sheffield Mental Health Alliance)

Saffron Sheffield's CEO has been involved in the Governance and wider Steering Committee, which worked towards forming this alliance. The alliance comprises a group of Voluntary and Community Sector partners who will come together, along with Experts by Experience, to improve the provision of mental health services across Sheffield and to influence the sector and the wider system positively.

Sheffield City Council's Domestic and Sexual Abuse Provider Consultation Group

This group exists to provide a formal forum for commissioned and non-commissioned providers working in and around domestic abuse and sexual abuse to consult and be consulted on local, regional and national initiatives and developments.

Clinical Lead Network

This is an informal network for all heads/leads of third-sector therapeutic services in

Sheffield, Doncaster, Rotherham and Barnsley. They meet every other month, allowing peer support discussion and consultation on clinical and professional topics. The Head of Clinical Services represents Saffron Sheffield at these meetings.

Achievement and Performance

This year, we have successfully helped many women deal with the consequences of broken relationships, sexual or domestic abuse, bereavement and other traumatic experiences.

Women accessing our service told us that due to our support, they could better recognise the potential for unhealthy relationships, enabling them to make better choices, build resilience and keep themselves safe. We also understand our long-term impact when, some time after completing therapy, former clients have said:

"Saffron helped me understand my issues, process them, and gave me the tools to turn my life around. I am still using these now".

"I still reflect on the experience as it has been so meaningful and impactful on my life."

Our work has wider, additional benefits for the families and communities of the women we directly support. Our clients told us that therapy has made them better parents. Many also found it easier to attend or volunteer in community activities. Therapy has also helped women keep or find new employment.

We are confident that our blended therapy offer achieved the same standards for building therapeutic relationships, ensuring client satisfaction and reducing trauma symptoms, anxiety, and depression. Our clinical results have continued to be as strong as before the pandemic, and client testimonies demonstrated that our service remains critical for the women of Sheffield.

Our activities have proved life-changing for clients. Our in-depth assessment process has proved invaluable, and significant psychological change has occurred due to our specialist 1:1 therapy.

Client Outcomes

We capture a balance of quantitative and qualitative data, and the combination of clinical monitoring using the Trauma Symptom Inventory-II (TSI-2) and self-reported changes whilst identifying personal goals reflects our holistic, collaborative approach.

Our monitoring system is customised, and we are confident that it provides the best outcomes in data collection for our organisation, clients and funders. We are mindful of the value and profoundly personal nature of focused therapy time for our beneficiaries, so we endeavour to monitor change with minimal client disruption.

From April 2022 to March 2023, we collected information on 24 different trauma symptoms from all 70 clients who had completed therapy. Although we monitor and capture data from various points in the therapeutic journey, we focus our reporting of outcomes primarily on women who have completed therapy with us to provide a more conclusive reflection of change.

The below outcomes for this reporting period show the continuing effectiveness of our work.

Of the 70 women that completed therapy in the reporting period:

- 92% had a statistically significant reduction in their trauma symptoms
- 97% felt more self-confident
- 82% felt better able to say 'no' and be assertive when they needed to be
- 94% felt better able to have healthy boundaries in their relationships
- 100% achieved a personal goal they set for themselves
- 92% felt they were better able to recognise abuse in a relationship
- 74% felt less isolated

We received feedback forms from 63 of the 70 clients who completed therapy. These showed a positive trend among clients in self-reported improvements in physical health and mental health-related emergency visits:

- 51% said their physical health had improved
- 41% were visiting their GP less often
- 17% were visiting A&E less often

Feedback forms also showed how clients felt about Saffron Sheffield:

- 97% were happy with the service they received
- 100% would recommend Saffron Sheffield to a friend
- 98% were satisfied with their initial contact and response

Of the 33 clients who completed their 1:1 wellbeing sessions, 28 (85%) saw a reduction in depression symptoms as measured by the Patient Health Questionnaire (PHQ), and 30 (91%) experienced a decrease in their general anxiety as measured by the Generalised Anxiety Disorder (GAD) 7 scale.

Client Voices

"Saffron has been a safe haven, a place for guidance and support without judgement and with care. Of the many services I have found myself involved with, Saffron has been where I have felt heard, respected and cared for. The service has been somewhat of a lifeline and the place which has significantly helped my life circumstances. I have always felt appropriately supported and respected during all interactions from admin to therapist. I am grateful to the service and for the integrity and care of the staff."

"My therapist helped me enormously from learning more about myself to helping me realise my feelings count much more than I ever would have accepted. Also learned the long chain of events which was to become my life were to stem back right to my childhood. I grew up believing I was useless and deserved everything. I left therapy with a change of heart. My therapist showed me I could believe in myself and the more time I had with her the taller I grew. Thank you so much."

"I have tried other types of counselling before but this has genuinely been the most helpful. I can notice a real change in how I feel and how I deal with past and present issues. As well as helping me process a difficult time in my life, I feel like it has equipped me to deal with difficult situations in the future too."

"Saffron is a brilliant organisation. I've been in the system a long time and to get the opportunity to talk to someone professional is rare, but the situation here has been great, I feel at ease and able to open up."

"I just want to say I started at the lowest of the low, really depressed, and now my sessions have given me the strength, the confidence and the right way to go about things, which is amazing, thank you. There should be more places like Saffron for people like me."

*"This is my first ever face to face counselling, and it has been invaluable. I started as a rather lost woman with low self-esteem, feeling unvalidated and not knowing how to navigate my way through family trauma and starting my own, individual life all over. My therapist has been there to listen and help me discover my way through this fog, helping me to find my worth and values and leading me to find my own standards and boundaries. I am still on this journey every day, but now I have found my self-confidence to be proactive in creating the life I want. I would not be at this point without the wonderful weekly accountability check-in that I found with our meetings, which I always looked forward to, and will miss. *A funny note: I always found your lovely loo so welcoming! :) Apart from it being so clean and having such kindly worded notices, the wicker chest of drawers in there smells homely. The free toiletries, apart from being so practical, are just such a kind and thoughtful gesture, that just made me feel cared for and protected."*

"It's hard to describe the difference that this therapy has made in my life, but that doesn't detract from the huge change and shift I feel - I am more in touch with my own feelings as well as more able to express them. I'm not having debilitating flashbacks and anxiety any more. I still have work to do but I know how to do it and I don't feel scared of it any more. Thank you."

"It's hard to find a therapist or organisation that will listen or understand neurodiversity. I have found that the approach Saffron has provided is person-led, I have experienced being validated in my own experiences and within myself rather than experiencing someone telling me how I am or what will work for me without actually knowing enough

about neurodivergent individuals. It is important to me that my mental health support professionals actually know accurate and authentic information, as I know what not knowing this looks like. Overall I have felt heard and validated, which enabled me to trust."

"This service has saved my life in a way I will never forget. I now understand and accept what I have been through. I know myself for the first time in 24 years and am happy. I know I can now deal with any situation with confidence. This service has turned my life around, and I will always be grateful. I felt safe, not rushed, understood and supported from start to finish. I hope this service continues and saves a lot more lives of women who have been in my situation."

"I can't thank Saffron enough. My therapist has helped me unlock feelings I had shut away for years. It's been a long time since I was this happy with myself. I would recommend Saffron to anyone who is struggling. They're all angels on earth."

"The beacon of hope that Saffron Sheffield offers its clients in times when no other avenues are accessible is truly remarkable, and I hope they continue to be able to offer many more women the chance to reclaim their independence, autonomy, and ability to live and enjoy their lives to the fullest."

Service Evaluation

In January 2023, we undertook three separate surveys to evaluate the effectiveness of our service.

Lived Experience

We asked our staff and trustees about their experience with trauma and therapy. The below statistics show that we are empathetic professionals who truly know and understand our client's circumstances.

- 86% had lived experience of trauma, including parental bereavement, sexual abuse, domestic abuse and rape, neglect, vicarious trauma and being a victim or witness of crime.
- 64% had received therapy for their trauma.

Client Experience

We asked 40 ex-service users why they came to Saffron Sheffield for therapy.

- 33% accessed therapy with us because they couldn't find another suitable service
- 35% of clients wanted to access a women-only service
- 58% wanted a long-term specialised therapy service

- 65% couldn't afford to pay for private therapy
- 23% had tried another service but didn't get the help they needed
- 72% wanted to be involved in any future focus groups we may develop
- 80% wanted to be more involved in helping to raise awareness of our work

External Organisations

We asked 18 external organisations in Sheffield what they thought about our work.

- 100% think Sheffield has an ongoing need for our therapy service
- 83% signpost women to our service

They went on to say;

"The service has an excellent reputation in Sheffield."

"We work with victims of domestic abuse who have experienced long-term trauma, and this service allows them to enter a recovery period and offers vital support to our victims. There are no other services in Sheffield like this. Our clients speak really highly of the service."

"There are long waiting lists within services for people with mental health problems- we know that Covid pandemic has impacted on women's mental health- increase in trauma and abuse. Women need access to safe and effective services such as Saffron- they provide complementary and different services to the standard NHS offer within Sheffield."

"Saffron is a vital part of the offer for women, given the level of expertise and compassionate support that they give, and clearly the demand outweighs the supply of available resources."

"It's an amazing service. It would be great to see the service expand to support more women."

"The work of Saffron Sheffield is absolutely vital to Sheffield's mental health offer. There are very limited options for women seeking longer-term mental health support in a space that feels safe for them, and Saffron offers just that."

"Saffron is one of the many jewels in the crown in the voluntary sector landscape in Sheffield due to the nature of their bespoke therapeutic support, their 40-week offer and that the service is free to women who need this specialist help. Without Saffron, there would be countless women for whom their recovery would not be possible, and their life potential would be further blighted."

Financial Review

Overview

At the end of the reporting period, the charity held total funds of £311,647 (2022: £316,915). Of this, £4,544 (2022: £15,770) is held in Restricted funds and £307,103 (2022: £301,145) in Unrestricted funds. The Unrestricted funds total of £307,103 comprises the value of Saffron Sheffield's main premises (289 Abbeydale Road), which is a fixed asset of £138,650, free reserves of £108,000 and a designated fund of £60,543 which is allocated towards service delivery in the new financial year 2023-2024. This breakdown is shown in the Notes to the Accounts, Note 20.

Net current assets at the end of the reporting period were £173,087 (2022: £174,610).

Income

Total income for the reporting period came to £292,799, an increase from the previous year (2022: £249,272). The Sheffield Integrated Care Board (ICB), formally the Clinical Commissioning Group (CCG), has continued to acknowledge the importance of our work in Sheffield, awarding us £83,021 in the reporting period. We appreciate that the ICB continues to recognise our role as a specialist service provider.

In addition, we were fortunate to have been awarded 20 grant donations totalling £201,706 (2022: £154,785) from a range of local and national charitable trusts, which are detailed in the Notes to the Accounts, Notes 3 and 4. 4 of these grants are multi-year funding agreements which we specifically targeted to help ensure future funding security.

Per our funding strategy, we continued seeking opportunities to diversify our income streams with more individual donor fundraising activities. These included an ongoing partnership with Sheffield Wednesday Football Club - taking a bucket collection outside Hillsborough Stadium on match days, a matched funding Christmas appeal, peer-to-peer sponsored events and the 'Step out for Saffron' walking challenge. We have also increased our digital presence, including supporter emails, social media channels and website development, enabling a more straightforward process for online donations.

The total income from individual donors and campaign activity during the reporting period was £8,072 (2022: £9,945).

We are encouraged that our income from individual donations is only slightly lower than the previous year, despite the current cost of living pressures. Charities Aid Foundation (CAF) have reported that in 2022, 4.9 million individuals chose not to give to charity, and 3.2 million people said they recently reduced or stopped a regular gift to a charity as a direct result of the rising cost of living. We will continue to monitor the situation, managing risk and being agile in our strategic decision-making around our fundraising activities.

Expenditure

Total expenditure for the reporting period came to £298,067, an increase in spending compared to the previous year (2022: £274,996). As a provider of specialist services, our staff costs continue to be our main expenditure, and we have increased capacity across the staff team in the year in response to the increased demand for our services. Due to the rising cost of living and significant growth over recent years, we undertook a full remuneration review in January 2023 for all salaried posts. Benchmarking was against charities of a similar size and activity to ensure fairness. The trustees agreed to increase all staff salaries in line with the benchmarking data from April 2023 and will review again before the 2024-2025 financial year starts.

In the reporting period, we also invested in improving our data security, engaging the services of data specialists Custodia Continuity, and allocating additional resources to awareness-raising activities which included our annual impact event and report.

Reserves Policy

The trustees review the reserves each year in line with Charity Commission guidance. We hold reserve funds to;

- meet expenditure commitments in the event of cash flow difficulties which could otherwise bring about an interruption to service for our clients
- pay for unforeseen expenditure
- enable the winding up of the charitable company in the event of ceasing to operate

The level of required reserves agreed by the trustees is an amount sufficient to cover at least four months of fixed and essential running costs (as per the budgeted costs for the financial period). The trustees have therefore approved an increase to the level of reserves held up to £108,000 for the financial year ahead (£103,000 for the financial year ending 31 March 2023). The increase reflects the increased monthly operational cost in the financial year 2023-2024 budget.

As part of the charity's ongoing risk management, the trustees agreed to open a separate bank account to hold Saffron Sheffield's reserves, enabling the charity to benefit from increased protection for its cash deposits under the Financial Services Compensation Scheme (FSCS). The Trustees reviewed a range of options to select a bank suitable to the charity's needs, and a new account will be in use within the new financial period 2023-2024.

Plans for the Future

As we finalise this report, we are focussed on several ongoing fundraising activities to diversify our income, including individual appeals, sponsored events and community activities.

Our CEO is also exploring additional income opportunities through the delivery of external CPD training to therapists and other professionals across South Yorkshire. At the time of writing this report, we have already provided a 'Neurodiversity 101' workshop to 23 delegates from 14 Sheffield organisations. We received good feedback from the delegates and plan to hold this workshop again before the end of the year.
"I think it was a great training. I feel I have come away more confident and equipped to be Neurodivergent affirmative in my practice."

We will also hold a day-long training event with Zoe Lodrick in March 2024. Zoe is a Psychotherapist and Sexualised Trauma Specialist and a highly regarded expert in her field. Having had experience in training and consultation with police forces, social workers, teachers, crisis workers, and therapists, we believe there will be significant demand for this event across Sheffield.

Our CEO has also begun working with a former client and a student volunteer to develop our Client Engagement plan to reach out more widely to former clients and structure our approach to become an integral part of service delivery/development.

As a team, we are currently working with Sheffield Women's Aid to design and deliver a collaborative wellbeing group for Sheffield women.

Alongside this, our premises requires some external maintenance, and we hope to secure funding and complete any building work in 2023-24.

Statement of Responsibilities of the Trustees

The trustees (who are also directors of Sheffield Women's Counselling and Therapy Service Limited for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year, which give an accurate and fair view of the charitable company's state of affairs and the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

Additionally, the trustees are responsible for maintaining the integrity of the corporate and financial information on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. The trustees have prepared this report in accordance with the provisions applicable to companies subject to the small companiesí regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 16th October 2023 and signed on their behalf by:

Emma Draper
Chair of Trustees

Independent examiner's report to the members of
Sheffield Women's Counselling and Therapy Service Limited (Saffron Sheffield)

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 22 to 42.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA
Slade & Cooper Limited
Beehive Mill, Jersey Street, Ancoats Manchester, M4 6JG
Date 26/10/2023

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Donations and legacies	3	11,430	-	11,430	*11,945*
Charitable activities	4	33,250	248,119	281,369	*235,806*
Other trading activities	5	-	-	-	*1,521*
Total income		**44,680**	**248,119**	**292,799**	***249,272***
Expenditure on:					
Raising funds	6	31,941	-	31,941	*19,436*
Charitable activities	7	6,781	259,345	266,126	*255,560*
Total expenditure		**38,722**	**259,345**	**298,067**	***274,996***
Net income/(expenditure) for the year	9	**5,958**	**(11,226)**	**(5,268)**	***(25,724)***
Net movement in funds for the year		**5,958**	**(11,226)**	**(5,268)**	***(25,724)***
Reconciliation of funds					
Total funds brought forward	21	301,145	15,770	316,915	*342,639*
Total funds carried forward	21	**307,103**	**4,544**	**311,647**	***316,915***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

A full comparative Statement of Financial Activities is available on the last page of the financial statements.

Sheffield Women's Counselling and Therapy Service Limited
Company number 02443288

Balance sheet as at 31 March 2023

	Note	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	14		138,560		*142,305*
Total fixed assets			**138,560**		***142,305***
Current assets					
Debtors	15	9,494		*17,110*	
Cash at bank and in hand	16	216,636		*255,380*	
Total current assets		**226,130**		***272,490***	
Liabilities					
Creditors: amounts falling due in less than one year	17	(53,043)		*(97,880)*	
Net current assets			**173,087**		***174,610***
Total assets less current liabilities			311,647		*316,915*
Net assets			**311,647**		***316,915***
The funds of the charity:					
Restricted income funds	19		4,544		*15,770*
Unrestricted income funds	20		307,103		*301,145*
Total charity funds			**311,647**		***316,915***

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' (trustees') responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006
- The directors (trustees) acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 25 to 42 form part of these accounts.

Approved by the trustees on 16/10/2023 and signed on their behalf by:

Emma Draper (Chair)

Judith Dodds (Treasurer)

Sheffield Women's Counselling and Therapy Service Limited

Statement of Cash Flows
for the year ending 31 March 2023

	Note	2023 £	*2022* *£*
Cash provided by/(used in) operating activities	23	**(38,744)**	***(993)***
Increase/(decrease) in cash and cash equivalents in the year		(38,744)	*(993)*
Cash and cash equivalents at the beginning of the year		255,380	*256,373*
Cash and cash equivalents at the end of the year	16	**216,636**	***255,380***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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 (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Sheffield Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f 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 to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land & buildings	50 years
Improvements to property	4 years
Fixtures & fittings	3 years
Equipment	4 years

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were £nil outstanding contributions at the year end.

The money purchase plan is managed by The Pensions Trust and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.45% for the main fund, and total expense ratio is less than 0.52%, and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. 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 registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2023 £	*Total 2022 £*
Donations		
Individual Giving, Gift aid and The Big Give campaign activity	8,072	*9,945*
Arnold Clark Community Fund	1,000	*1,000*
The Cooperative Bank	1,000	-
The Gripple Foundation	1,000	-
The Big Give	358	-
Ecclesiastical Movement for Good	-	*1,000*
Total	11,430	*11,945*

All donations and legacies income is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2023 £
NHS Sheffield CCG	-	83,021	83,021
Sheffield City Council Covid recovery	-	50,000	50,000
The Leathersellers' Foundation	25,000	-	25,000
Sheffield City Council Tackling Inequalities	-	10,000	10,000
Sheffield Town Trust	-	2,000	2,000
J.G. Graves Charitable Trust	-	3,000	3,000
The Cutlers' Company Charitable Trust	1,000	-	1,000
Henry Smith Charity	-	60,000	60,000
Lloyds Bank Foundation for England & Wales	2,250	-	2,250
South Yorkshire PCC / MoJ	-	23,382	23,382
The Brelms Trust CIO	-	3,466	3,466
James Neill Trust Fund	2,000	-	2,000
The Talbot Trusts	-	2,500	2,500
Zachary Merton & George Woofindin Convalescent Trust	-	750	750
Evan Cornish Foundation	-	10,000	10,000
Charles and Elsie Sykes Trust	2,000	-	2,000
The Tramlines Trust	1,000	-	1,000
Total	33,250	248,119	281,369

4 Income from charitable activities (cont.)

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2022 £*
NHS Sheffield CCG	*-*	*83,021*	*83,021*
Sheffield Town Trust	*-*	*2,000*	*2,000*
J.G. Graves Charitable Trust	*3,000*	*-*	*3,000*
The Cutlers' Company Charitable Trust	*-*	*1,000*	*1,000*
Henry Smith Charity	*-*	*59,200*	*59,200*
Lloyds Bank Foundation for England & Wales	*25,000*	*-*	*25,000*
South Yorkshire PCC / MoJ	*-*	*22,440*	*22,440*
Rosa's Covid-19 Response Fund	*-*	*3,264*	*3,264*
South Yorkshire's Community Foundation	*-*	*5,000*	*5,000*
The Brelms Trust CIO	*-*	*3,431*	*3,431*
James Neill Trust Fund	*1,000*	*-*	*1,000*
The Talbot Trusts	*-*	*15,000*	*15,000*
Wesleyan Foundation	*-*	*10,000*	*10,000*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*750*	*750*
The Big Give	*-*	*700*	*700*
Hyman Winstone Foundation	*-*	*500*	*500*
Rethink Mental Illness	*500*	*-*	*500*
Total	*29,500*	*206,306*	*235,806*

5 Income from other trading activities

	2023 £	*2022* *£*
Room hire	-	*1,521*
	-	*1,521*

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2023 £	*2022* *£*
Staff costs	26,942	*12,970*
Fundraising costs	4,999	*6,466*
	31,941	*19,436*

All expenditure on cost of raising funds is unrestricted.

7 Analysis of expenditure on charitable activities

	Total 2023 £	*Total 2022* *£*
Staff costs (see note 10)	198,996	*189,806*
Recruitment	1,280	*6,604*
Supervision	1,275	*1,425*
Associate therapists	30,067	*37,936*
Staff training	3,071	*2,174*
Staff travel & subsistence	237	*301*
Volunteer costs	76	-
User costs	5	*127*
Subscription & reference	293	*407*
Office supplies	792	*1,037*
Consultancy fees & expenses	4,617	*1,230*
Awareness raising	3,212	*161*
Premises costs	9,560	*13,015*
Office costs	4,323	*5,303*
Equipment & repairs	1,694	*2,324*
Depreciation	3,745	*3,745*
Governance costs (see note 8)	2,883	*2,935*
	266,126	*268,530*

	2023 £	*2022* *£*
Restricted expenditure	259,345	*252,811*
Unrestricted expenditure	6,781	*2,749*
	266,126	*255,560*

8 Analysis of governance and support costs

	Basis of apportionment	Governance £	Total 2023 £
Independent examination fees	Governance	480	480
Accountancy services	Governance	1,700	1,700
Legal and professional	Governance	703	703
		2,883	2,883

Previous reporting period	*Basis of apportionment*	*Governance £*	*Total 2022 £*
Independent examination fees	*Governance*	*480*	*480*
Accountancy services	*Governance*	*1,927*	*1,927*
Legal and professional	*Governance*	*528*	*528*
		2,935	*2,935*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2023 £	*2022 £*
Depreciation	3,745	*3,745*
Operating lease rentals:		
Property	423	*2,750*
Other	-	-
Independent examiner's fees (net of VAT)		
Accountancy fees	1,207	*1,133*
Independent examination	400	*400*
QuickBooks Online subscription	210	*472*

10 Staff costs

Staff costs during the year were as follows:

	2023 £	*2022* *£*
Wages and salaries	199,685	*169,669*
Social security costs	10,547	*6,836*
Pension costs	15,706	*13,301*
	225,938	*189,806*
Allocated as follows:		
Cost of raising funds	26,942	*12,970*
Charitable activities	198,996	*176,836*
	225,938	*189,806*

No employee has employee benefits in excess of £60,000 (2022: Nil).

The average number of staff employed during the period was 11 (2022: 10).

The key management personnel of the charity comprise the trustees and Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £41,814 (2022: £39,510).

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2022: Nil).

Aggregate donations from related parties were £651 (2022: £595).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

A declaration of interest was made in the year which relates to the supplier Custodia Continuity who were contracted to provide data security consultancy and support (to the value of £4,617 in the year ended 31 March 2023 which is shown under Consultancy fees in Note 7, Expenditure breakdown). One of the Directors of Custodia Continuity is the partner of a key staff member (Finance Manager) and therefore, in the interests of transparency, the Trustees consider it appropriate to disclose this as a related party transaction. The decision to engage Custodia Continuity was reviewed by the Chair of Trustees at the time prior to the contract being issued.

No other person related to the charity or Trustee had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2022: Nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2023 £	*2022* *£*
NHS Sheffield CCG	83,021	*83,021*
South Yorkshire PCC / MoJ	23,382	*22,440*
Sheffield City Council	60,000	-
	166,403	*105,461*

The unfulfilled conditions and contingencies attaching to the grants were to complete restricted projects (see note 19).

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Property & improvements £	Fixtures & fittings £	Equipment £	Total £
Cost				
At 1 April 2022	191,840	3,607	2,283	197,730
Disposals	-	-	-	-
At 31 March 2023	191,840	3,607	2,283	197,730
Depreciation				
At 1 April 2022	49,535	3,607	2,283	55,425
Charge for the year	3,745	-	-	3,745
Disposals	-	-	-	-
At 31 March 2023	53,280	3,607	2,283	59,170
Net book value				
At 31 March 2023	138,560	-	-	138,560
At 31 March 2022	*142,305*	*-*	*-*	*142,305*

15 Debtors

	2023	*2022*
	£	*£*
Grants receivable	7,521	*12,735*
Other debtors	238	*1,141*
Prepayments and accrued income	1,735	*3,234*
	9,494	*17,110*

16 Cash at bank and in hand

	2023	*2022*
	£	*£*
Cash at bank and in hand	216,636	*255,380*
	216,636	*255,380*

17 Creditors: amounts falling due within one year

	2023	*2022*
	£	*£*
Other creditors and accruals	6,343	*9,630*
Deferred income	46,700	*88,250*
	53,043	*97,880*

18 Deferred income

	2023	*2022*
	£	*£*
Deferred grant brought forward	88,250	*59,600*
Grant received	46,700	*88,250*
Released to income from charitable activities	(88,250)	*(59,600)*
Deferred grant carried forward	46,700	*88,250*

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
NHS Sheffield CCG	13,581	83,021	(92,058)	-	4,544
Sheffield City Council Covid recovery	-	50,000	(50,000)	-	-
Sheffield City Council Tackling Inequalities	-	10,000	(10,000)	-	-
Sheffield Town Trust	-	2,000	(2,000)	-	-
J.G. Graves Charitable Trust	-	3,000	(3,000)	-	-
Henry Smith Charity	-	60,000	(60,000)	-	-
South Yorkshire PCC / MoJ	-	23,382	(23,382)	-	-
South Yorkshire's Community Foundation	1,489	-	(1,489)	-	-
The Brelms Trust CIO	-	3,466	(3,466)	-	-
The Talbot Trusts	-	2,500	(2,500)	-	-
Zachary Merton & George Woofindin Convalescent Trust	-	750	(750)	-	-
The Big Give	700	-	(700)	-	-
Evan Cornish Foundation	-	10,000	(10,000)	-	-
Total	15,770	248,119	(259,345)	-	4,544

19 Analysis of movements in restricted funds (cont.)

Previous reporting period	*Balance at 1 April 2021 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2022 £*
NHS Sheffield CCG	*48,429*	*83,021*	*(117,869)*	*-*	*13,581*
Sheffield Town Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
The Cutlers' Company Charitable Trust	*-*	*1,000*	*(1,000)*	*-*	*-*
Henry Smith Charity	*-*	*59,200*	*(59,200)*	*-*	*-*
South Yorkshire PCC / MoJ	*-*	*22,440*	*(22,440)*	*-*	*-*
Coronavirus Mental Health Response Fund	*9,626*	*-*	*(9,626)*	*-*	*-*
Rosa's Covid-19 Response Fund	*-*	*3,264*	*(3,264)*	*-*	*-*
People's Postcode Trust	*4,220*	*-*	*(4,220)*	*-*	*-*
South Yorkshire's Community Foundation	*-*	*5,000*	*(3,511)*	*-*	*1,489*
The Brelms Trust CIO	*-*	*3,431*	*(3,431)*	*-*	*-*
The Talbot Trusts	*-*	*15,000*	*(15,000)*	*-*	*-*
Wesleyan Foundation	*-*	*10,000*	*(10,000)*	*-*	*-*
Zachary Merton & George Woofindin Convalescent Trust	*-*	*750*	*(750)*	*-*	*-*
The Big Give	*-*	*700*	*-*	*-*	*700*
Hyman Winstone Foundation	*-*	*500*	*(500)*	*-*	*-*
Total	*62,275*	*206,306*	*(252,811)*	*-*	*15,770*

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
NHS Sheffield CCG	Towards the running costs of the charity, enabling the provision of Saffron Sheffield's service which offers women who have suffered sexual abuse an opportunity to explore their feelings and experiences in a safe, supportive women only setting.
Sheffield City Council - Community Covid Recovery Fund	Towards the cost of maintaining increased service delivery levels in the financial year 2022-23 and enabling the charity's longer-term therapy offer.
Sheffield City Council - Tackling Inequalities Fund	Towards the core costs of the charity and in particular to maintain the core post of CEO.
Sheffield Town Trust	Towards the running costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced trauma or abuse.
The JG Graves Charitable Trust	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.
The Henry Smith Charity	Towards the running costs of the charity and in particular to maintain the core post of Head of Clinical Service and to fund Senior Therapist posts.
South Yorkshire Police and Crime Commissioner - Victim Services / Ministry of Justice	Towards the cost of therapy provision for women who have experienced trauma or abuse by contributing to the cost of Therapists.
South Yorkshire's Community Foundation - Community Grants Programme	Towards the cost of running Wellbeing sessions as part of the 'Skills for Wellbeing after Trauma and Abuse' project.
The Brelms Trust CIO	Towards the cost of maintaining the core post of Head of Clinical Service.
The Talbot Trusts	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.
The Zachary Merton & George Woofindin Convalescent Trust	Towards the running costs of the organisation, enabling the provision of therapy and counselling sessions for women who have experienced trauma or abuse.
The Big Give - Digital Capacity Grant	Towards the cost of enhancing data security for the charity.
Evan Cornish Foundation	Towards the cost of specialist therapy provision for women, supporting women to recover and rebuild their lives after trauma or abuse.

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
General fund	245,305	19,680	(18,425)	-	246,560
Business continuity fund	55,840	25,000	(20,297)	-	60,543
	301,145	44,680	(38,722)	-	307,103

Previous reporting period	*Balance at 1 April 2021 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2022 £*
General fund	*247,023*	*42,966*	*(22,185)*	*(22,499)*	*245,305*
Contingency fund	*25,000*	*-*	*-*	*(25,000)*	*-*
Business continuity fund	*8,341*	*-*	*-*	*47,499*	*55,840*
	280,364	*42,966*	*(22,185)*	*-*	*301,145*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The General Fund figure after allowing for all designated funds. This figure comprises Saffron Sheffield's free reserves of £108,000 and the value of its fixed asset (property at 289 Abbeydale Road) £138,560.
Business continuity fund	Designated to fund otherwise unfunded operating costs in the 2023-24 operational budget. This fund includes £25,000 received from The Leathersellers Foundation which has been designated to fund operating costs in the 2023-24 financial year.
Contingency fund	Development fund for renewals at 289 Abbeydale Rd

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	138,560	-	-	138,560
Net current assets/(liabilities)	108,000	60,543	4,544	173,087
Total	246,560	60,543	4,544	311,647

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*146,050*	*-*	*-*	*146,050*
Net current assets/(liabilities)	*100,973*	*33,341*	*62,275*	*196,589*
Total	*247,023*	*33,341*	*62,275*	*342,639*

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2023 £	*2022 £*	2023 £	*2022 £*
Less than one year	-	*2,750*	-	-
	-	*2,750*	-	-

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	*2022* *£*
Net income/(expenditure) for the year	(5,268)	*(25,724)*
Adjustments for:		
Depreciation charge	3,745	*3,745*
Decrease/(increase) in debtors	7,616	*(9,750)*
Increase/(decrease) in creditors	(44,837)	*30,736*
Net cash provided by/(used in) operating activities	(38,744)	*(993)*

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Donations and legacies	3	11,945	-	11,945	*9,680*
Charitable activities	4	29,500	206,306	235,806	*292,669*
Other trading activities	5	1,521	-	1,521	*719*
Total income		**42,966**	**206,306**	**249,272**	***303,068***
Expenditure on:					
Raising funds	6	19,436	-	19,436	*12,962*
Charitable activities	7	2,749	252,811	255,560	*197,089*
Total expenditure		**22,185**	**252,811**	**274,996**	***210,051***
Net income/(expenditure) for the year	9	**20,781**	**(46,505)**	**(25,724)**	***93,017***
Net movement in funds for the year		**20,781**	**(46,505)**	**(25,724)**	***93,017***
Reconciliation of funds					
Total funds brought forward		280,364	62,275	342,639	*249,622*
Total funds carried forward		**301,145**	**15,770**	**316,915**	***342,639***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales - Charity number 1010129

Accounts

saffron

Sheffield Women's Counselling and Therapy Service

Company number: 02443288
Charity Number: 1010129

Sheffield Women's Counselling and Therapy Service Limited

trading as

Saffron Sheffield

Report and financial statements
For the year ended 31 March 2022

Sheffield Women's Counselling and Therapy Service Limited

Reference and administrative information

for the year ended 31 March 2022

Charity name	Sheffield Women's Counselling and Therapy Service Limited also known as Saffron Sheffield
Company number	02443288
Charity number	1010129
Registered office & operational address	289 Abbeydale Road, Sheffield S7 1FJ
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Susan Bridgeford	(Chair, until AGM on 15 November 2021)
Pamela Marshall	(Chair, from 15 November 2021)
Teresa Allewell	(Treasurer)
Judith Dodds	
Ahmina Akhtar	(Deputy Chair)
Stephanie Allan	(resigned 20 April 2022)
Olivia Sinclair	
Emma Draper	(from 15 November 2021)
Gillian Godden	(from 15 November 2021)
Afolasade Ladejobi	(from 15 November 2021)

Key management personnel	Katherine Myles	(Chief Executive, until May 2021)
	Sarah Smart	(Chief Executive, from May 2021)
	Ingrid Harris	(Head of Clinical Services)

Bankers	Co-operative Bank plc PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT
Independent Examiner	Christy Lau FCCA CTA DChA, Slade & Cooper Limited Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

Sheffield Women's Counselling and Therapy Service Limited

Trustees' annual report

for the year ended 31 March 2022

The trustees present their report and the unaudited financial statements for the year ended 31 March 2022. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association of Sheffield Women's Counselling and Therapy Service Limited ("**the company**" or "**the charity**" or "**Saffron Sheffield**") and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

Objectives

The objectives of Saffron Sheffield, as set out in its governing document, are:

- to promote and protect the mental health and wellbeing of women and girls, in particular through the provision of counselling and psychotherapy, and
- to advance the education of the public with regard to the mental health and wellbeing of women and girls.

The following key strategic aims help Saffron Sheffield meet the above objectives:

<u>Service delivery</u>
To provide free, accessible and high-quality psychotherapy and group programmes for women in Sheffield who have experienced trauma or abuse.
<u>Training & support</u>
To provide training and support for other agencies and practitioners to enable them to work more effectively with women who have experienced trauma or abuse.
<u>Awareness raising and campaigning</u>
To raise awareness of the needs of women who have experienced trauma or abuse and campaign for better services.
<u>Securing our future</u>
To build a sustainable future for Saffron Sheffield so that it can continue to support women who have experienced trauma or abuse.

Activities undertaken for public benefit

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning its future activities. In particular, the trustees consider how planned activities will contribute to the set aims and objectives.

The most direct beneficiaries of our activities are women in Sheffield aged 16 and above who have experienced trauma or abuse in childhood or adulthood, including:

- Sexual abuse, sexual violence, rape or sexual exploitation
- Domestic abuse and domestic violence, including coercive control
- Honour-based violence and female genital mutilation
- Torture and trafficking
- Being a victim or witness of a crime or an accident
- "County lines" or the exploitation of children and vulnerable people to aid illegal drugs distribution
- Emotional abuse
- Childhood neglect

Our clients usually suffer from complex post-traumatic stress symptoms due to chronic or repeated instances of abuse or trauma. We provide free 1:1 psychotherapy and free 1:1 and group well-being activities for these women.

Women accessing our services tell us that due to the support they have received, they can better recognise the potential for unhealthy relationships which enables them to maintain healthier relationships. In many cases, therapy also helped women keep or find new employment whilst struggling with their mental health. Our work has wider, additional benefits for the families and communities of the women we directly support. Our clients often tell us that therapy has made them better parents. They also find it easier to attend or volunteer in community activities because of our services.

Our activities have also included providing signposting and informal support to other professionals and agencies who work with women and girls who have experienced trauma or abuse. By sharing our expertise, we can benefit women who are clients or service users of these other agencies.

Achievements and performance

All of Saffron Sheffield's charitable activities focus on improving the mental health and wellbeing of women and girls who have experienced abuse or trauma. We undertake them to further Saffron Sheffield's charitable purposes for the public benefit.

Activities

External Impacts - Covid 19

The Covid-19 pandemic has had an unprecedented impact on our clients and how we deliver our services. It has been essential to recognise that a shared experience can affect individuals differently. Since March 2020, and ongoing throughout the reporting period, exacerbated trauma symptoms have impacted our clients, who told us that the lockdowns felt similar to being in coercive controlling relationships.

Overall, the pandemic has had a destabilising impact on women's mental health in Sheffield, worsening their depression, anxiety, panic attacks, flashbacks, self-harm and suicidality. The main effects that clients have struggled to cope with have been:

- ongoing economic pressures of job loss or job insecurity
- children not being in school
- bereavement and restrictions on attendance at funerals
- continuing restrictions on attendance at hospitals and care homes
- delayed hospital appointments and treatments
- re-engaging with life post-lockdowns

For a minority of our clients, it was felt that the move to remote 1:1 therapy delivered either online or by telephone would not meet their needs or the clients themselves did not wish to receive therapy remotely. We found that children not able to attend school, job furloughs and remote working impacted the ability of our clients to find a private location and commit to a regular slot for therapy each week. In these cases, we offered remote wellbeing support and regular supportive calls from a therapist who also helped to signpost clients to other services if available or required. All but one of these clients have now resumed and completed their 1:1 therapy.

We did not encounter any digitally excluded service users during the reporting period as the ongoing telephone offer is highly accessible. Similarly, we continued to offer a user-friendly, web-based video call platform that does not require any account or app download.

For clients who were still actively at risk of abuse, self-harm or suicide, our therapists adapted their implementation of safeguarding and risk management protocols for remote working. This adaptation ensured that any signs, symptoms or disclosures of abuse and self-harm were carefully managed and referred to relevant agencies.

In July 2021, we began to resume face to face therapy at our premises on Abbeydale Road. In September 2021, we decided to make our blended offer of face to face, online or telephone therapy permanent. In December 2021, we temporarily halted face to face therapy for five weeks due to the rising infections from the Omicron variant.

Across the two years of the pandemic, additional funding sources have been available regionally and nationally to mitigate the adverse mental health and domestic abuse effects of the lockdowns and Covid-19. We continued to be successful in our fundraising bids, enabling us to sustain and grow our staff base and infrastructure during the reporting period. This capacity growth allowed us to increase the number of women we helped.

External Impacts – Other

Other external impacts on our service have included;

- Traumatic events reported on media - such as the murder of Sarah Everard in March 2021 - and the resulting lack of trust in the police force regarding support for prosecutions and general safety.
- The sudden war in Ukraine creating fear and concern for self and others.
- The rising cost of living and potential struggle to pay bills.

Premises

In the first year of the pandemic, our premises at Daniel Hill in Sheffield became unfit for purpose. A steering committee was formed of two trustees and the CEO, Head of Clinical Services and Office Manager. Alongside the support of Lloyd's Foundation Enhance Programme, considerations began for a suitable alternative in time for the return to face to face service delivery.

However, no suitable alternative was found. The Trustees agreed that, due to the loss of trading income throughout the pandemic, the hiring out of rooms at its premises at Abbeydale Road would cease from 31 October 2021. We could then use that building for all of our operations moving forward. 289 Abbeydale Road became our registered address in October 2021, and one month's notice was given to the local authority for the termination of the tenancy of 44 Daniel Hill on 19 March 2022.

1:1 Therapy

Waiting List

We opened our waiting list for 3 weeks in August 2021 and 137 women registered for therapy. Our previous intake over 3 weeks in November 2020 had been 95.

Assessments

In the current reporting period, Saffron Sheffield offered 366 assessment sessions *(2021: 361)* and these were attended by 143 women *(2021: 142)*. 9% of our assessments *(2021: 9%)* were missed without prior arrangement. We carried out comprehensive clinical assessments in order to obtain a detailed picture of client symptoms, to assess risk and to inform a personalised offer of therapy.

Therapy sessions

153 women benefited from 1:1 therapy sessions *(2021: 116)*, from the 2,372 1:1 therapy sessions that were offered *(2021: 1,697)*. Only 4% of these sessions were not attended without prior arrangement *(2021: 6%)*. 75 clients completed therapy in this time *(2021: 44)*.

Wellbeing sessions

We provided 155 hours of 1:1 wellbeing support *(2021: 148)*, attended by 55 women *(2021: 41)*.

Therapeutic groups

We did not undertake any face-to-face group therapy sessions during the reporting period. However, we provided 30 sessions of online group well-being support *(2021: 31)* attended by 5 women *(2021: 6)*

Recruitment and team development

In May 2021, Sarah Smart took up the CEO role after Katherine Myles gave notice of her resignation from Saffron Sheffield in February 2021.

We have recruited two new staff therapists and two volunteer therapists. All underwent rigorous selection and demonstrated they had a good depth of experience in delivering psychotherapy for trauma and/or abuse before starting with us.

With the increase in our service delivery, the need to increase our support capacity became apparent. We have recruited two new roles: Finance Manager and Administration Assistant. Alongside this, we developed the role of Office Coordinator to Office Manager.

One of our Senior Therapists completed supervision training and has now taken responsibility for the supervision of our three volunteers. She has also taken on leading a monthly reflective practice for all of our clinical staff.

At the end of the current reporting period, we have ten employed staff (7 FTE), seven associate staff and three volunteers.

Several staff CPD opportunities took place during this reporting period:

- Child Safeguarding training (external)
- Adult Safeguarding training (internal)
- Power Threat Meaning Framework (internal)
- Trauma-Informed Care workshop
- Neurodiversity in Therapy workshop
- General Data Protection Regulation(GDPR) Training

Trustees

On 15 November 2021 at our annual AGM, Susan Bridgeford resigned from the post of Chair of trustees. She was replaced by Pam Marshall (Chair) and Ahmina Akhtar (Deputy Chair). The board of trustees decided to create a position as deputy to the chair of trustees to deputise for the chair when necessary. The Board also elected three new trustees at this time: Emma Draper, Gill Godden and Sade Ladejobi.

Partnership working

We partner with a number of networks within both the Sheffield and South Yorkshire area and nationally:

Sheffield Psychologies Board

All psychology services commissioned by the NHS meet once a month to share practice, collaborate on service improvements and develop client/patient pathways. Consequently, mental health practitioners across the city are better aware of our specialist service and how to signpost clients to us. We can also better support clients to access other mental health services. We are well-embedded in existing pathways and regularly liaise with other health and social care practitioners to ensure continuity of care.

End Violence Against Women and Girls (WAVES)

WAVES is a Sheffield voluntary sector forum for organisations whose primary purpose is working to end violence against women and their children. Saffron is a member organisation and works collaboratively to share resources, information, and best practices to develop a strong voice to tackle domestic and sexual abuse, rape and other forms of male or gender-based violence.

Mental Health Partnership Network (MHPN)

This network was developed to support and sustain a strong mental health voluntary sector in Sheffield. Its purposes are to ensure that the mental health voice is heard, its diverse perspectives are represented in several inter-agency forums and opportunities are maximised to influence policy and decision-makers, funders and commissioners and other partner agencies. In September 2021, Saffron Sheffield's CEO was invited onto the Steering Committee of the MHPN.

The Survivor's Trust

The Survivors Trust is the largest umbrella agency for specialist rape and sexual abuse services in the UK and has been providing infrastructure support to members for the past 15 years. Saffron Sheffield is one of 124 member agencies based in the UK and Ireland.

Sheffield Mental Health Alliance

Saffron Sheffield's CEO has been involved in the Governance and wider Steering Committee which is working towards the formation of this alliance. The alliance will be made up of a group of Voluntary and Community Sector partners who will come together, along with experts by experience, to improve the provision of mental health services across Sheffield and to positively influence the sector and the wider system we are working within.

Sheffield City Council's Domestic and Sexual Abuse Provider Consultation Group

This group exists in order to provide a regular formal forum for commissioned and non-commissioned providers working in and around domestic abuse and sexual abuse to consult and be consulted on local, regional and national initiatives and developments.

Clinical Lead Network

This is an informal network for all heads/leads of third-sector therapeutic services in Sheffield, Doncaster, Rotherham and Barnsley. They meet every other month, allowing peer support discussion and

consultation on clinical and professional topics. Saffron is represented at these meetings by Ingrid Harris, Head of Clinical Services.

Beneficiary Outcomes

Therapy Sessions

Our work in this current reporting period has had a profound impact on our clients. We are confident that our remote therapy offer achieves the same standards for building therapeutic relationships, ensuring client satisfaction and reducing trauma symptoms, anxiety, and depression. Our clinical results have continued to be as strong as before the pandemic and client testimonies demonstrate that our service remains critical for our clients.

From April 2021 to March 2022 we collected information on 22 different trauma symptoms from all 75 clients who had completed therapy, using an evidence-based statistically validated tool - The Trauma Symptom Inventory-II (TSI-2).

Of the 75 women that completed therapy in the reporting period:

- 78% had a statistically significant reduction in their trauma symptoms
- 93% felt more self-confident
- 91% felt better able to say 'no' and be assertive when they needed to be
- 91% felt better able to have healthy boundaries in their relationships
- 99% achieved a personal goal
- 93% felt they were better able to recognise abuse in a relationship
- 81% felt less isolated

We received feedback forms from 68 of the 75 clients (91%) who completed therapy. These showed a positive trend among clients in self-reported improvements in physical health and mental health-related emergency visits:

- 51% said their physical health had improved
- 27% were visiting their GP less often
- 26% were visiting A&E less often

The feedback forms also showed how clients felt about Saffron Sheffield:

- 100% were happy with the service they received
- 100% would recommend Saffron Sheffield to a friend
- 100% were satisfied with their initial contact and response

Wellbeing Sessions

Of the 36 clients who completed their 1:1 wellbeing sessions, 88% saw a reduction in depression symptoms as measured by the Patient Health Questionnaire (PHQ) and 88% experienced a decrease in their general anxiety as measured by the Generalised Anxiety Disorder (GAD) 7 scale.

Client Voices from 2021 - 2022

"I've learned why I react to many things in life and that some triggers are a safety warning! With help and support from my therapist, I've also implemented a daily routine, which sounds small but is huge because I'm already feeling better and more stable."

"My therapist has enabled me to become self-aware and also understand my behaviours, particularly how I respond to situations and the link to my trauma. My therapist is helping me to be kind to myself and using techniques to process some of my trauma. I've been holding on to trauma, and disassociation was my norm. I am now noticing things more and aware of myself and my environment. I recognise I have a long way to go, but it's not daunting for me but is exciting!"

My therapist supported and inspired me to get better, including behaviour and emotions and adjusting my life. I'm learning to have boundaries and give myself space when I need it. Using 'no' has become easier for me, looking at myself differently and not focusing on my past. Accepting mistakes and previous events have been tricky, especially if I can not change them. My therapist has taught me to cope with these hard times and look after myself well, as well as having the ability to ask for help, be around people and focus on improving myself in my own space."

"I acknowledge I visit the GP more; however, this is positive for me, as at first, this caused me anxiety. I have enjoyed the sessions. They have been informative in a nice, safe, comfy space. I was concerned at first that there would be no change. It was hard to visualise I could feel better. I have achieved so much due to increased motivation and confidence. The EMDR was useful and effective at processing the trauma. I was able to make connections to stuff I hadn't related to trauma. I feel there has been progress over time. The service was really flexible, and I appreciated working online, which accommodated my needs."

"The counselling I have had has enabled me to understand my feelings better. I've been able to explore what happened to me and "repack" it in a better way, so I am better prepared to deal with stray thoughts as they happen. My therapist was amazing at reflecting my thoughts back to me in such a way that I could explore the guilt and shame I had been carrying for over 20 years and start to let it go."

"My sessions with my therapist have proved important in so many ways. We spent the first 20 sessions meeting via a video link and then the last few sessions face-to-face. Although I feel the face-to-face sessions allowed me to express myself more honestly, I still feel that all of the sessions allowed me to explore my insecurities, vulnerabilities, and lack of confidence in relationships to the point where I can feel positive about the future. My therapist's approach made this possible - she listened attentively and made me feel valued. Through her insights which were so gently offered, I feel able to stop blaming

myself for past experiences. Her calm, still presence and non-judgemental approach made it safe to explore very difficult areas of my life."

"Therapy with Saffron has been amazing! I have finally worked through some things I've needed to for a long time and I feel less stuck in the past and finally feel present for the first time in a long time. It's amazing to see I actually have boundaries in my relationships and can spot abuse and accept a lot of the feelings I experience! I have told many close family and friends who are struggling, about this service and the amazing therapy you offer. My therapist has been amazing and I've always felt heard in sessions and guided towards reality and the truth."

"The therapy I have had with Saffron has been a unique opportunity for me to have time to process and understand what has happened to me in an abusive marriage and its aftermath. This therapy has been focused on me which has been a completely new experience and I think what I have learned about the behaviour of others and about my own feelings is in itself a new start and will stay with me. I don't know where else I would have found this help at a really important turning point in my life."

Service User Involvement Project

In early 2021, we began implementing a Service User Involvement Project initiated by our volunteer student therapist from the University of Sheffield. This project aimed to ensure that client experience informed any development work. We invited past clients who had completed therapy to participate in the project and have a voice in the broader organisation. We wanted to gather their expectations and opinions about the work we do and their suggestions for improving our service. Seven women responded, with six of them preferring to give feedback remotely rather than face to face during the ongoing pandemic. The development of this project is continuing, and during 2022/23 we will review a new post covid structure and way forward.

Financial review

At the end of the reporting period the charity held funds of £316,915 *(2021: £342,639)*. Of this £15,770 *(2021: £62,275)* is restricted funds and £301,145 *(2021: £280,364)* is unrestricted funds. Of the unrestricted funds, £55,840 has been designated to fund operating costs for the new financial year 2022-2023.

Of the total funds £142,305 *(2021: £146,050)* is held in tangible fixed assets (our premises at 289 Abbeydale Road) and £174,610 *(2021: £196,589)* is held in net current assets.

The charity holds £103,000 in free reserves as of 31 March 2022 *(2021: £100,973).*

Income

The Sheffield Clinical Commissioning Group (SCCG) has continued to acknowledge the importance of our work in Sheffield, awarding us £83,021 in the reporting period. We are very appreciative that our role as a specialist service provider continues to be recognised by the SCCG.

We were fortunate to have been awarded 18 grants and donations totalling £154,785 *(2021: £209,648)* from local and national charitable trusts.

In 2021, due to the ongoing COVID-19 crisis impacting our ability to rent therapy rooms and the decision to move our premises to 289 Abbeydale Road we ceased all trading income activity on 31 October 2021.

We began to diversify our income streams and start more individual donor fundraising activities. Alongside developing our digital presence, including social media, we gave supporters the opportunity to donate via our website through appeal emails. We undertook two fundraising appeals within the year; Giving Tuesday and the Big Give Women and Girls Match Fund Appeal. The latter included a bucket collection at a Sheffield Wednesday football match. Total income raised from individual donors and campaign activity during the reporting period was £9,945 *(2021: £7,622).*

Expenditure

As a provider of specialist services, our staff costs are our main expenditure. Due to the rising cost of living, the Trustees agreed to a 3% increase to staff salaries from April 2022, and will review again before the start of the 2022/2024 financial year.

Reserves policy

The trustees review the reserves each year in line with Charity Commission guidance. We hold reserves in order to;

- meet expenditure commitments in the event of cash flow difficulties which could otherwise bring about an interruption to service for our clients
- pay for unforeseen expenditure
- enable the winding up of the charitable company in the event of ceasing to operate

The level of required reserves agreed by the Trustees is an amount sufficient to cover at least 4 months fixed and essential running costs (as per budgeted costs for the financial period) as well as a provision to ensure the charity would be able to meet statutory redundancy commitments if required.

The charity holds £103,000 in free reserves as of 31 March 2022. This amount covers 4 months of fixed and essential running costs (as per forecasted operating costs for the financial year 2022-2023) as well as a provision of £6,600 to ensure the charity would be able to meet statutory redundancy commitments.

Designated Funds

The trustees have designated funds of £55,840 to fund otherwise unfunded operating costs in the charity's 2022-2023 operating budget.

Plans for the future

Saffron Sheffield has been through a time of significant growth and changes over the past two years, navigating and thriving through a global pandemic. During 2022/23 we will implement a three-year strategic plan developed by the CEO across all aspects of the charity to ensure we become an even stronger, more resilient and sustainable organisation, able to plan for further growth in its objectives to meet the needs of increasing numbers of women in Sheffield who are suffering from the effects of trauma and/or abuse.

The plan includes a review of our external messaging, audits of our policies and processes, an ongoing review of our service rationale, improvement of our HR practices and ongoing diversification of our funding streams. We will recruit a new post of Fundraising Manager as part of this.

We intend to continue to offer a blended therapy service during 2022/23, with all face to face appointments taking place at 289 Abbeydale Road.

In May 2022, the Crown Prosecution Service issued new guidance to prosecutors regarding the importance of therapeutic support for a victim before any trial. We have organised a Pre-trial therapy training day in August 2022 for our therapists to help them understand and implement the new guidance appropriately for our clients.

Structure, governance and management

Sheffield Women's Counselling and Therapy Service Limited is a charitable company limited by guarantee, incorporated on 15 November 1989 and registered as a charity on 26 March 1992. Sheffield Women's Counselling and Therapy Service Limited adopted the trading name Saffron Sheffield in 2019.

The company was established under a Memorandum of Association which sets out its objects and powers and it is governed by its Articles of Association.

The trustees of Saffron Sheffield guarantee to contribute an amount not exceeding £1 to the charity's assets in the event of winding up. The trustees are entitled to voting rights and have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

A person wishing to become a trustee must be aged 18 or over and recommended by the trustees after an appropriate recruitment process. All trustees must retire at each AGM but can offer themselves for re-election or further co-option. Trustees can at any time co-opt someone to be a trustee, but the total number of co-opted trustees cannot be more than half of the number of elected trustees.

Trustees delegate responsibility for day-to-day management of the charity to the CEO.

Risk management

Although Saffron's current turnover is below the threshold requirement to report on Risk Management, we believe it remains good practice to carry out Risk Management activities appropriate to the scale and risk of our service.

The trustees annually review Saffron's risk register in order to be be confident that we are managing our organisational risks and opportunities appropriately.

In early 2022, the trustees developed a Risk Appetite Framework with accompanying statements reflecting all aspects of the charity's operations.

A significant risk area is a potential for a loss of funding. With this in mind, the CEO has developed a strategy to diversify income streams over the next three years to ensure the future sustainability of the charity.

Having decided to continue to provide a blended service of online, telephone and face to face therapy, Saffron recognised the increased risk of a data security breach. The trustees have agreed to engage a specialist data protection company to undertake a full audit of our systems and data controls in July 2022.

Client risk assessments are carried out separately at several stages throughout the therapy journey. Our therapists use the Trauma Scale Inventory framework with support from the Head of Clinical Service and as an integral part of Clinical Supervision and line management.

Statement of responsibilities of the trustees

The trustees (who are also directors of Sheffield Women's Counselling and Therapy Service Limited for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Additionally, the trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 24.10.2022 and signed on their behalf by

Pamela Marshall
Chair of Trustees

Independent examiner's report

to the members of

Sheffield Women's Counselling and Therapy Service Limited

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 16 to 36.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Ancoats Manchester, M4 6JG

Date 18 November 2022

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Donations and legacies	3	11,945	-	11,945	*9,680*
Charitable activities	4	29,500	206,306	235,806	*292,669*
Other trading activities	5	1,521	-	1,521	*719*
Total income		**42,966**	**206,306**	**249,272**	***303,068***
Expenditure on:					
Raising funds	6	19,436	-	19,436	*12,962*
Charitable activities	7	2,749	252,811	255,560	*197,089*
Total expenditure		**22,185**	**252,811**	**274,996**	***210,051***
Net income/(expenditure) for the year	9	**20,781**	**(46,505)**	**(25,724)**	***93,017***
Transfer between funds		-	-	-	-
Net movement in funds for the year		**20,781**	**(46,505)**	**(25,724)**	***93,017***
Reconciliation of funds					
Total funds brought forward	21	280,364	62,275	342,639	*249,622*
Total funds carried forward	21	**301,145**	**15,770**	**316,915**	***342,639***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

A full comparative Statement of Financial Activities is available on the last page of the financial statements.

Sheffield Women's Counselling and Therapy Service Limited
Company number 02443288

Balance sheet as at 31 March 2022

	Note	2022		*2021*	
		£	£	*£*	*£*
Fixed assets					
Tangible assets	14		142,305		*146,050*
Total fixed assets			**142,305**		***146,050***
Current assets					
Debtors	15	17,110		*7,360*	
Cash at bank and in hand	16	255,380		*256,373*	
Total current assets		**272,490**		***263,733***	
Liabilities					
Creditors: amounts falling due in less than one year	17	(97,880)		*(67,144)*	
Net current assets			**174,610**		***196,589***
Total assets less current liabilities			316,915		*342,639*
Net assets			**316,915**		***342,639***
The funds of the charity:					
Restricted income funds	19		15,770		*62,275*
Unrestricted income funds	20		301,145		*280,364*
Total charity funds			**316,915**		***342,639***

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' (trustees') responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006
- The directors (trustees) acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 19 to 36 form part of these accounts.

Approved by the trustees on 24.10.2022 and signed on their behalf by:

Pamela Marshall (Chair)

Teresa Allewell (Treasurer)

Sheffield Women's Counselling and Therapy Service Limited

Statement of Cash Flows
for the year ending 31 March 2022

	Note	2022 £	*2021* *£*
Cash provided by/(used in) operating activities	23	**(993)**	***116,967***
Increase/(decrease) in cash and cash equivalents in the year		(993)	*116,967*
Cash and cash equivalents at the beginning of the year		256,373	*139,406*
Cash and cash equivalents at the end of the year	16	**255,380**	***256,373***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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 (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Sheffield Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f 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 to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land & buildings	50 years
Improvements to property	4 years
Fixtures & fittings	3 years
Equipment	4 years

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were £196 outstanding contributions at the year end. These were contributions corresponding to the starting month of 2 new employees in the year as the accounts with The Pension Trust were not set up in time for their first payroll. The contributions have now been paid over to The Pension Trust.

The money purchase plan is managed by The Pensions Trust and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.45% for the main fund, and total expense ratio is less than 0.52%, and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. 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 registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2022 £	*Total 2021 £*
Donations		
Individual Giving, Gift aid and The Big Give campaign activity	9,945	*7,622*
Ecclesiastical Movement for Good	1,000	-
Arnold Clark Community Fund	1,000	-
HMRC Job Retention Scheme	-	*2,058*
Total	11,945	*9,680*

All donations and legacies income is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2022 £
NHS Sheffield CCG	-	83,021	83,021
Sheffield Town Trust	-	2,000	2,000
J.G. Graves Charitable Trust	3,000	-	3,000
The Cutlers' Company Charitable Trust	-	1,000	1,000
Henry Smith Charity	-	59,200	59,200
Lloyds Bank Foundation for England & Wales	25,000	-	25,000
South Yorkshire PCC / MoJ	-	22,440	22,440
Rosa's Covid-19 Response Fund	-	3,264	3,264
South Yorkshire's Community Foundation	-	5,000	5,000
Brelms Trust	-	3,431	3,431
James Neill Trust Fund	1,000	-	1,000
Talbot Trust	-	15,000	15,000
Wesleyan Foundation	-	10,000	10,000
Zachary Merton & George Woofindin Convalescent Trust	-	750	750
The Big Give	-	700	700
Hyman Winstone Foundation	-	500	500
Rethink Mental Illness	500	-	500
Total	29,500	206,306	235,806

4 Income from charitable activities (cont.)

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2021 £*
NHS Sheffield CCG	*-*	*83,021*	*83,021*
Sheffield Town Trust	*-*	*4,000*	*4,000*
J.G. Graves Charitable Trust	*3,000*	*-*	*3,000*
The Sheffield Church Burgesses Trust	*-*	*2,000*	*2,000*
The Cutlers' Company Charitable Trust	*-*	*1,000*	*1,000*
Henry Smith Charity	*-*	*58,300*	*58,300*
Lloyds Bank Foundation for England & Wales	*25,000*	*-*	*25,000*
Department for Digital, Culture, Media & Sport (DCMS)	*-*	*35,109*	*35,109*
South Yorkshire PCC / MoJ	*-*	*26,186*	*26,186*
Coronavirus Mental Health Response Fund	*-*	*20,000*	*20,000*
Rosa's Covid-19 Response Fund	*-*	*9,937*	*9,937*
People's Postcode Trust	*-*	*9,720*	*9,720*
SYCF, Fund in Memory of Molly Hurst	*-*	*5,000*	*5,000*
Brelms Trust	*-*	*3,396*	*3,396*
February Foundation	*-*	*3,000*	*3,000*
Charles and Elsie Sykes Trust	*2,000*	*-*	*2,000*
Virgin Money Foundation	*1,000*	*-*	*1,000*
James Neill Trust Fund	*1,000*	*-*	*1,000*
Total	*32,000*	*260,669*	*292,669*

5 Income from other trading activities

	2022 £	*2021* *£*
Room hire	1,521	*719*
	1,521	*719*

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2022 £	*2021* *£*
Staff costs	12,970	*9,285*
Fundraising costs	6,466	*3,677*
	19,436	*12,962*

All expenditure on cost of raising funds is unrestricted.

7 Analysis of expenditure on charitable activities

		Total 2022 £	*Total 2021 £*
Staff costs (see note 10)	*	176,836	*134,130*
Recruitment		6,604	*1,066*
Supervision		1,425	*937*
Associate therapists		37,936	*28,604*
Staff training		2,174	*558*
Staff travel & subsistence		301	-
User costs		127	-
Subscription & reference		407	*277*
Office supplies		1,037	*1,036*
Consultancy fees & expenses		1,230	*5,243*
Events & conferences		-	-
Awareness raising		161	-
Premises costs		13,015	*10,258*
Office costs		5,303	*4,412*
Equipment & repairs		2,324	*4,675*
Depreciation		3,745	*3,745*
Governance costs (see note 8)		2,935	*2,148*
		255,560	*197,089*

	2022 £	*2021 £*
Restricted expenditure	252,811	*198,394*
Unrestricted expenditure	2,749	*(1,305)*
	255,560	*197,089*

* Staff costs have increased in the year due to capacity building within both the Clinical and Non-Clinical teams (leadership and support) and in line with the increase in service delivery

8 Analysis of governance and support costs

	Basis of apportionment	Governance £	Total 2022 £
Independent examination fees	Governance	480	480
Accountancy services	Governance	1,927	1,927
Legal and professional	Governance	528	528
		2,935	2,935

Previous reporting period	*Basis of apportionment*	*Governance £*	*Total 2021 £*
Independent examination fees	*Governance*	*480*	*480*
Accountancy services	*Governance*	*960*	*960*
Legal and professional	*Governance*	*708*	*708*
		2,148	*2,148*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2022 £	*2021 £*
Depreciation	3,745	*3,745*
Operating lease rentals:		
Property	2,750	*2,750*
Other	-	-
Independent examiner's fees (net of VAT)		
Accountancy fees	1,133	*800*
Independent examination	400	*400*
QuickBooks Online subscription	472	-

10 Staff costs

Staff costs during the year were as follows:

	2022 £	*2021* *£*
Wages and salaries	169,669	*130,783*
Social security costs	6,836	*1,960*
Pension costs	13,301	*10,672*
	189,806	*143,415*
Allocated as follows:		
Cost of raising funds	12,970	*9,285*
Charitable activities	176,836	*134,130*
	189,806	*143,415*

No employee has employee benefits in excess of £60,000 (2021: Nil).

The average number of staff employed during the period was 10 (2021: 7.0).

The key management personnel of the charity comprise the trustees and Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £39,510 (2021: £37,026).

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2021: Nil).

Aggregate donations from related parties were £595 (2021: £420).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2021: Nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2022 £	*2021* *£*
NHS Sheffield CCG	83,021	*83,021*
Department for Digital, Culture, Media & Sport (DCMS)	-	*35,109*
South Yorkshire PCC / MoJ	22,440	*26,186*
	105,461	*144,316*

The unfulfilled conditions and contingencies attaching to the grants were to complete restricted projects (see note 19).

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Property & improvements £	Fixtures & fittings £	Equipment £	Total £
Cost				
At 1 April 2021	191,840	3,607	2,283	197,730
Disposals	-	-	-	-
At 31 March 2022	191,840	3,607	2,283	197,730
Depreciation				
At 1 April 2021	45,790	3,607	2,283	51,680
Charge for the year	3,745	-	-	3,745
Disposals	-	-	-	-
At 31 March 2022	49,535	3,607	2,283	55,425
Net book value				
At 31 March 2022	142,305	-	-	142,305
At 31 March 2021	*146,050*	*-*	*-*	*146,050*

15 Debtors

	2022 £	*2021* *£*
Grants receivable	12,735	*5,000*
Other debtors	1,141	-
Prepayments and accrued income	3,234	*2,360*
	17,110	*7,360*

16 Cash at bank and in hand

	2022 £	*2021* *£*
Cash at bank and in hand	255,380	*256,373*
	255,380	*256,373*

17 Creditors: amounts falling due within one year

	2022 £	*2021* *£*
Other creditors and accruals	9,630	*7,544*
Deferred income	88,250	*59,600*
	97,880	*67,144*

18 Deferred income

	2022 £	*2021* *£*
Deferred grant brought forward	59,600	*46,150*
Grant received	88,250	*59,600*
Released to income from charitable activities	(59,600)	*(46,150)*
Deferred grant carried forward	88,250	*59,600*

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
NHS Sheffield CCG	48,429	83,021	(117,869)	-	13,581
Sheffield Town Trust	-	2,000	(2,000)	-	-
The Cutlers' Company Charitable Trust	-	1,000	(1,000)	-	-
Henry Smith Charity	-	59,200	(59,200)	-	-
South Yorkshire PCC / MoJ	-	22,440	(22,440)	-	-
Coronavirus Mental Health Response Fund	9,626	-	(9,626)	-	-
Rosa's Covid-19 Response Fund	-	3,264	(3,264)	-	-
People's Postcode Trust	4,220	-	(4,220)	-	-
South Yorkshire's Community Foundation	-	5,000	(3,511)	-	1,489
Brelms Trust	-	3,431	(3,431)	-	-
Talbot Trust	-	15,000	(15,000)	-	-
Wesleyan Foundation	-	10,000	(10,000)	-	-
Zachary Merton & George Woofindin Convalescent Trust	-	750	(750)		-
The Big Give	-	700	-	-	700
Hyman Winstone Foundation	-	500	(500)		
Total	62,275	206,306	(252,811)	-	15,770

19 Analysis of movements in restricted funds (cont.)

Previous reporting period	*Balance at 1 April 2020 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2021 £*
NHS Sheffield CCG	*-*	*83,021*	*(34,592)*	*-*	*48,429*
Sheffield Town Trust	*-*	*4,000*	*(4,000)*	*-*	*-*
The Sheffield Church Burgesses Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
The Cutlers' Company Charitable Trust	*-*	*1,000*	*(1,000)*	*-*	*-*
Henry Smith Charity	*-*	*58,300*	*(58,300)*	*-*	*-*
Lloyds Bank Foundation for England & Wales	*-*	*35,109*	*(35,109)*	*-*	*-*
South Yorkshire PCC / MoJ	*-*	*26,186*	*(26,186)*	*-*	*-*
Coronavirus Mental Health Response Fund	*-*	*20,000*	*(10,374)*	*-*	*9,626*
Rosa's Covid-19 Response Fund	*-*	*9,937*	*(9,937)*	*-*	*-*
People's Postcode Trust	*-*	*9,720*	*(5,500)*	*-*	*4,220*
SYCF, Fund in Memory of Molly Hurst	*-*	*5,000*	*(5,000)*	*-*	*-*
Brelms Trust	*-*	*3,396*	*(3,396)*	*-*	*-*
February Foundation	*-*	*3,000*	*(3,000)*	*-*	*-*
Total	*-*	*260,669*	*(198,394)*	*-*	*62,275*

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
NHS Sheffield CCG	Towards the running costs of the charity, enabling the provision of Saffron Sheffield's service which offers women who have suffered sexual abuse an opportunity to explore their feelings and experiences in a safe, supportive women only setting.
Sheffield Town Trust	Towards the running costs of the organisation, enabling the provision of therapy and one-to-one counselling sessions for women who have experienced trauma or abuse.
The Cutlers' Company Charitable Trust	Towards the running costs of the organisation, enabling the provision of therapy and one-to-one counselling sessions for women who have experienced trauma or abuse.
Henry Smith Charity	Towards the running costs of the charity and in particular to maintain the core post of Head of Clinical Service and to fund a Senior Psychotherapist post.
South Yorkshire Police and Crime Commissioner - Victim Services / Ministry of Justice	Towards the cost of therapy provision for women who have experienced trauma or abuse by contributing to the cost of specialist Associate Therapists.
Coronavirus Mental Health Response Fund	Towards the cost of one-to-one Specialist Trauma Therapy to support survivors of trauma or abuse impacted by Covid-19.
Rosa's Covid-19 Response Fund	Towards the cost of counselling and therapy provision for women who have experienced trauma or abuse and a contribution towards the cost of the Office Coordinator post to enable the coordination of remote therapy provision.
People's Postcode Trust	Towards the cost of providing one-to-one and group wellbeing sessions as part of the 'Skills for Wellbeing after Trauma and Abuse' project.
South Yorkshire's Community Foundation - Community Grants Programme	Funding to set up and run an Outdoor Therapeutic walking group for women who are suffering with isolation and trauma symptoms. Following agreement with funder, remaining funds were used towards the cost of running Wellbeing sessions as part of the 'Skills for Wellbeing after Trauma and Abuse' project.
Brelms Trust	Towards the cost of maintaining the core post of Head of Clinical Service.
Talbot Trust	Towards the cost of counselling and therapy provision for women who have experienced trauma or abuse and towards building capacity within the clinical staff team.
South Yorkshire's Community Foundation - Wesleyan Foundation Fund	Funding for 'Life beyond trauma and abuse: supporting women to recover and rebuild their lives' through counselling and therapy provision.

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
Zachary Merton & George Woofindin Convalescent Trust	Towards the running costs of the organisation, enabling the provision of therapy and one-to-one counselling sessions for women who have experienced trauma or abuse.
The Big Give	Saffron Sheffield benefitted from a matched funding grant from the Big Give Campaign which will be put towards the running costs of the charity. In addition to this a separate Digital Capacity Grant was awarded which is to be put towards the cost of donor CRM software.
Hyman Winstone Foundation	Towards the running costs of the organisation, enabling the provision of therapy and one-to-one counselling sessions for women who have experienced trauma or abuse.

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2022 £
General fund	247,023	42,966	(22,185)	(22,499)	245,305
Contingency fund	25,000	-	-	(25,000)	-
Business continuity fund	8,341	-	-	47,499	55,840
	280,364	42,966	(22,185)	-	301,145

Previous reporting period	*Balance at 1 April 2020 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2021 £*
General fund	*249,622*	*34,058*	*(11,657)*	*(25,000)*	*247,023*
Contingency fund	*-*	*-*	*-*	*25,000*	*25,000*
Business continuity fund	*-*	*8,341*	*-*	*-*	*8,341*
	249,622	*42,399*	*(11,657)*	*-*	*280,364*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The General Fund figure after allowing for all designated funds. This figure comprises Saffron Sheffield's free reserves of £103,000 and the value of its fixed asset (property at 289 Abbeydale Road) £142,305.
Contingency fund	New development fund for renewals at 289 Abbeydale Rd
Business continuity fund	Designated to fund otherwise unfunded operating costs in the 2022/23 operational budget.

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	142,305	-	-	142,305
Net current assets/(liabilities)	103,000	55,840	15,770	174,610
Total	245,305	55,840	15,770	316,915

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*146,050*	*-*	*-*	*146,050*
Net current assets/(liabilities)	*100,973*	*33,341*	*62,275*	*196,589*
Total	*247,023*	*33,341*	*62,275*	*342,639*

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2022 £	*2021 £*	2022 £	*2021 £*
Less than one year	2,750	*2,750*	-	-
	2,750	*2,750*	-	-

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	*2021* *£*
Net income/(expenditure) for the year	(25,724)	*93,017*
Adjustments for:		
Depreciation charge	3,745	*3,745*
Decrease/(increase) in debtors	(9,750)	*3,544*
Increase/(decrease) in creditors	30,736	*16,661*
Net cash provided by/(used in) operating activities	(993)	*116,967*

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	9,680	-	9,680	*8,349*
Charitable activities	4	32,000	260,669	292,669	*119,997*
Other trading activities	5	719	-	719	*24,838*
Total income		**42,399**	**260,669**	**303,068**	***153,184***
Expenditure on:					
Raising funds	6	12,962	-	12,962	*14,596*
Charitable activities	7	(1,305)	198,394	197,089	*191,167*
Total expenditure		**11,657**	**198,394**	**210,051**	***205,763***
Net income/(expenditure) for the year	9	**30,742**	**62,275**	**93,017**	***(52,579)***
Net movement in funds for the year		**30,742**	**62,275**	**93,017**	***(52,579)***
Reconciliation of funds					
Total funds brought forward		249,622	-	249,622	*302,201*
Total funds carried forward		**280,364**	**62,275**	**342,639**	***249,622***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

SHEFFIELD WOMEN'S COUNSELLING AND THERAPY SERVICE LIMITED

England & Wales - Charity number 1010129

Accounts

Company number: 02443288
Charity Number: 1010129

Sheffield Women's Counselling and Therapy Service Limited

trading as

Saffron Sheffield

Report and financial statements
For the year ended 31st March 2021

Sheffield Women's Counselling and Therapy Service Limited

Reference and administrative information

for the year ended 31st March 2021

Charity name	Sheffield Women's Counselling and Therapy Service Limited also known as Saffron Sheffield
Company number	2443288
Charity number	1010129
Registered office & operational address	44 Daniel Hill, Sheffield S6 3JF
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Susan Bridgeford	(Chair)
Teresa Allewell	(Treasurer from AGM on 16 November 2020)
Judith Dodds	(Treasurer until AGM on 16 November 2020)
Ahmina Akhtar	
Stephanie Allan	
Pam Marshall	
Olivia Sinclair	
Carol Jepson	(Resigned 7 February 2021)

Key management personnel	Katherine Myles	(Chief Executive, until May 2021)
	Sarah Smart	(Chief Executive, from May 2021)

Bankers	Co-operative Bank plc PO Box 250, Delf House, Southway, Skelmersdale WN8 6WT
Independent Examiner	Christy Lau FCCA CTA DChA, Slade & Cooper Limited Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

Sheffield Women's Counselling and Therapy Service Limited

Trustees' annual report

for the year ended 31st March 2021

The trustees present their report and the unaudited financial statements for the year ended 31 March 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association of Sheffield Women's Counselling and Therapy Service Limited ("**the company**" or "**the charity**" or "**Saffron Sheffield**") and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

Objectives

The objectives of Saffron Sheffield, as set out in its governing document, are:

- to promote and protect the mental health and wellbeing of women and girls, in particular through the provision of counselling and psychotherapy, and
- to advance the education of the public with regard to the mental health and wellbeing of women and girls.

The following key strategic aims help Saffron Sheffield meet the above objectives:

<u>Service delivery</u>
To provide free, accessible and high quality psychotherapy and group programmes for women in Sheffield who have experienced trauma or abuse.
<u>Training & support</u>
To provide training and support for other agencies and practitioners to enable them to work more effectively with women who have experienced trauma or abuse.
<u>Awareness raising and campaigning</u>
To raise awareness of the needs of women who have experienced trauma or abuse and campaign for better services.
<u>Securing our future</u>
To build a sustainable future for Saffron Sheffield so that it can continue to support women who have experienced trauma or abuse.

Activities undertaken for public benefit

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and planning its future activities. In particular, the trustees consider how planned activities will contribute to the set aims and objectives.

The most direct beneficiaries of our activities are women in Sheffield aged 16 and above who have experienced trauma or abuse in childhood or adulthood, including:

- Sexual abuse, sexual violence, rape or sexual exploitation
- Domestic abuse and domestic violence, including coercive control
- Honour-based violence and female genital mutilation
- Torture and trafficking
- Being a victim or witness of a crime or an accident
- "County lines" or the exploitation of children and vulnerable people to aid illegal drugs distribution
- Emotional abuse
- Childhood neglect

Our clients usually suffer from complex post-traumatic stress symptoms due to chronic or repeated instances of abuse or trauma. We provide free psychotherapy as well as therapeutic and well-being group activities for these women.

Women accessing our services tell us that the support they receive has enabled them to maintain healthier relationships. In many cases, therapy also helped women maintain employment when they were struggling with their mental health. Our work has wider, additional benefits for the families and communities of the women we directly support. Our clients often tell us that therapy has made them better parents and that they find it easier to attend community activities because of our services.

Our activities include providing training, signposting and informal support to other professionals and agencies who work with women and girls who have experienced trauma or abuse. By sharing our expertise, we are able to benefit women who are clients or service users of these other agencies.

Achievements and performance

All of Saffron Sheffield's charitable activities focus on improving the mental health and wellbeing of women and girls who have experienced abuse or trauma, and are undertaken to further Saffron Sheffield's charitable purposes for the public benefit.

Activities

Covid-19 Impact

Since March 2020, and throughout the reporting period, the Covid-19 pandemic has had an unprecedented impact on our clients and how we deliver our services.

Our clients have told us that the pandemic impacted them by exacerbating their trauma symptoms. Some experienced the lockdowns and associated loss of agency as similar to being in a coercive controlling relationship. For this reason, it had a destabilising impact on their mental health, worsening their depression, anxiety, panic attacks, flashbacks, self-harm and suicidality.

Some clients have been impacted negatively by economic pressures, job loss or job insecurity, family members being affected by Covid-19, children not being in school and bereavement. Bereavement, in particular, has been incredibly traumatic due to restrictions on family members attending hospitals, care homes and funerals. These events have had a compounding impact on clients' experiences of trauma and abuse.

In March 2020 we shifted to offering our services via telephone and video-call facilities. Delivery of therapy by exclusively digital means was a significant unplanned change and required the rapid development of new policies, procedures, training and support. We provided our therapists with additional support and training for working from home, providing therapy online and preparing clients to access therapy in their own homes. Our core team are now all certified online and telephone therapists.

Initially, at the start of lockdown, some clients suspended their 1:1 therapy as they wished to wait until they could resume face-to-face therapy but, several months into the pandemic, many changed their minds and took up the offer of remote support. We did not encounter any digitally excluded service users as the telephone offer in particular (whereby clients receive an incoming call for therapy) was highly accessible. Similarly, we opted for a user-friendly web-based video-call software that did not require the client to have a particular account or app to join the call. However, we did find that school closures, and entire families being at home, impacted our clients' ability to find a private location and commit to a particular slot for therapy each week. For these clients, caring responsibilities meant face-to-face therapy would also have been impossible. For a minority of clients we felt remote 1:1 therapy would not meet their needs. In those cases we offered remote wellbeing support and/or regular supportive phone calls from one of our therapists, who also liaised and advocated to support clients to access other services.

For clients who were still actively at risk of abuse, self-harm or suicide, our therapists adapted their implementation of safeguarding and risk management protocols while working remotely. This helped ensure that any signs, symptoms or disclosures of abuse and self-harm were carefully managed and referred to relevant agencies. This was supported via thoughtful management, supervision and reflective practice.

For some clients the suspension of normal activity during lockdowns and/or while on furlough has enabled them to focus on their trauma without needing to meet the outside world's demands. For others, the restrictions and/or time on furlough were experienced as a loss of control similar to their experiences of abuse. It has been essential to recognise that a shared experience can impact individuals in very different ways.

During the pandemic additional sources of funding became available regionally and nationally to mitigate the negative mental health and domestic abuse effects of the lockdowns and the pandemic. We were successful in our bids to several of these funding sources, which has enabled us to grow our staff base

and infrastructure. This put us in the position of being able to increase service delivery and the number of women we were able to help in the reporting period.

1:1 Therapy

Assessments

In the reporting period Saffron Sheffield offered 361 hours of assessment sessions (2020: 260) and these were attended by 142 women (2020: 109). 9% of our assessments (2020: 6%) were missed without prior arrangement. We carried out comprehensive clinical assessments in order to obtain a detailed picture of client symptoms, to assess risk and to inform a personalised offer of therapy. The increase in assessment sessions reflects the growth in clinical staff, following recruitment undertaken in Autumn 2020 and the subsequent opening up of the waiting list.

Therapy Sessions

116 women benefited from 1:1 therapy sessions (2020: 118), from the 1,697 1:1 therapy sessions that were offered (2020: 1,453). Only 6% of these sessions were not attended without prior arrangement. 44 clients completed therapy in this time.

Wellbeing Sessions

We provided 148 hours of 1:1 wellbeing support, attended by 41 women.

Therapeutic groups

Due to lockdown restrictions we could not undertake any face-to-face group therapy sessions during the reporting period. However, we quickly established a 100% digital service delivery and offered an online wellbeing group activity. We provided 31 sessions of group wellbeing support attended by six women.

Recruitment and team development

We have recruited two new staff therapists and one associate therapist. All underwent rigorous selection and demonstrated they had a good depth of experience in delivering psychotherapy before starting with us.

Alongside this we have also recruited, trained and supported two new volunteer therapists to gain experience in delivering specialist trauma psychotherapy. One of the volunteer placements was a final year Clinical Psychology student at the University of Sheffield, who began in October 2020. Alongside clinical work and supervision, she has initiated a Service User Involvement Project (further details on page 8) and facilitated a monthly reflective practice group for all clinical staff. The opportunity for the reflective practice group was received positively by all attendees, who appreciated the additional peer to peer support. This activity will continue monthly into 2021-22.

As part of our response to the Covid-19 pandemic all of our staff were provided with additional support and training (as applicable to their roles) for working from home, providing therapy online and preparing clients to access therapy in their own homes. Our core therapy team are now all certified online and telephone therapists.

The clinical team had further group training to increase awareness and understanding of Saffron Sheffield's evaluation and monitoring process.

Partnership working

We belong to Sheffield Psychologies Board (SPB), where all psychology services commissioned by the NHS meet every month to share practice, collaborate on service improvements and develop client/patient pathways. Our Chief Executive Officer (CEO) has developed strong relationships with the Directors of Psychology at Sheffield Teaching Hospitals Trust and Sheffield Health and Social Care Trust through attendance at this meeting. Consequently, mental health practitioners across the city are better aware of our specialist service and how to signpost clients to us. We are also better able to support clients to access other mental health services. We are well embedded in existing pathways and regularly liaise with other health and social care practitioners to ensure continuity of care.

Initially, SPB met weekly in response to Covid-19 to better support each other and have a better city-wide picture of the situation. This has now changed to fortnightly, with no plans to return to monthly for the foreseeable future.

Saffron Sheffield also regularly meets and shares with the South Yorkshire's End Violence Against Women and Girls (WAVES) network and is an accredited member of the Survivor's Trust. We are also a member of the Sheffield City Council's domestic and sexual abuse provider network. Our clinical lead attends regular meetings for clinical leads of local counselling services.

Beneficiary Outcomes

Therapy Sessions

Our work in this period has had a profound impact on our clients. We were uncertain whether remote work would achieve the same standards for building therapeutic relationships, ensuring client satisfaction and reducing trauma symptoms, anxiety, and depression. However, our clinical results are as strong as ever and client testimonies demonstrate that our service has been critical to clients at this challenging time.

During April 2020 - March 2021 we collected information on 22 different trauma symptoms from all 44 clients who had completed therapy, using an evidence-based statistically validated tool - The Trauma Symptom Inventory-II (TSI-2).

Of the 44 women that completed therapy in the reporting period:

100% had a statistically significant reduction in their trauma symptoms
98% felt more self-confident
93% felt better able to say "no" and be assertive when they needed to be
91% felt better able to have healthy boundaries in their relationships
90% achieved a personal goal
90% felt they were better able to recognise abuse in a relationship
86% felt less isolated

We received feedback forms from 43 of the 44 clients (98%) who completed therapy. These showed a positive trend among clients in self-reported improvements in physical health and mental health-related emergency visits:

51% said their physical health has improved
38% were visiting their GP less often
19% were visiting A&E less often

The feedback forms also showed how clients felt about Saffron Sheffield:

100% were happy with the service they received
99% would recommend Saffron Sheffield to a friend
99% were satisfied with their initial contact and response

Wellbeing Sessions

Of the 41 clients who completed their 1:1 wellbeing sessions, 100% saw a reduction in depression symptoms as measured by the Patient Health Questionnaire (PHQ) and 93% experienced a decrease in their general anxiety as measured by the Generalised Anxiety Disorder (GAD) 7 scale.

Client Voices from 2020 - 2021 on the difference that therapy has made for them

"This service has been invaluable to me. It has allowed me to process my past trauma, understand how to deal with traumatic memories and reach goals that I never thought would be possible for me to accomplish. I will be returning to the service after a break to continue the work I have been doing with [my therapist], who has been a god-send to my recovery. I feel for the first time that I have a future that could be happy and I would not have gotten to this point without the help of the Saffron team."

"I am not the same person as last year for sure, and I am 100% sure the sessions are very helpful. Everytime I repeat to myself, "it is Ok", "you are safe", "it is your decision" and I really think opening the old wounds helped me a lot. Talking about how things are related to my past and that now I can change things made me feel safer and helped me to cope with things better than before."

"I feel the best I have done for a long time. I have noticed my behaviour and communication is better, meaning I can stand up for myself better and explain myself to others in a clearer way. I have found that I do not feel rejected all the time anymore. I find I don't dwell on the past anymore and go over and over the bad things that have happened. I am very happy and lucky that I could access the therapy and the well being support."

"I have found it easier to talk to someone than I thought it would be, although I have been through counselling before, I did not find my previous experiences successful. I have found everyone at Saffron Sheffield to be approachable, professional and informative, making sure I was aware of the process throughout."

"I feel the help I received has enabled me to put my experience into context and help me get my life back on track. I felt [my therapist] listened to me and helped me realise what was happening and what had happened. When I first started counselling, my head was so foggy I was unable to think clearly or make any decisions; I had no sense of who I was and what I wanted or how to get out of the mess I felt I was in. I was finding the responsibility of work and looking after my daughters overwhelming. [My therapist] helped me to recognise those feelings, manage them and find some clarity. It has been a slow process, but I am now able to recognise when I feel 'lost' or agitated and can use strategies to help. There is still some way to go with getting back to being me, but [my therapist] has helped me take a very big step."

"[My therapist] is an amazing therapist and I can not thank her enough for how much she has helped me. I feel like a new person with a new lease of life. I finally feel like me again, to feel like I'm not crazy anymore is such an emotional and happy feeling because when you doubt your sanity, you doubt everything in your life, and you don't know what is true, right and wrong. She is so professional and understanding and I would recommend [my therapist] and this service to everyone. Thank you to everyone involved."

Service User Involvement Project

In further recognition of the importance of client voices, the main aim of the Service User Involvement Project, initiated by our new volunteer student therapist from the University of Sheffield, was to ensure that all development work is informed by client experience. We wanted to gather the views of our clients as service users - their expectations of and opinions about the work we do, and their suggestions for improving our service. In February 2021 we invited past clients who had completed therapy to participate in the project and have a voice in the wider organisation. Seven women responded and we will be working with these women and continuing to invite others into this project throughout 2021-2022.

Financial review

At the end of the reporting period the charity held funds of £342,639 (2020: £249,622). Of this £62,275 (2020: £0) is restricted funds and £280,364 (2020: £249,662) is unrestricted funds. Of the unrestricted funds, £33,341 (£25,000 from Lloyds Bank Foundation and £8,341 from trading income and donations) has been designated to fund operating costs for the new financial year 2021-2022.

Of the total funds £146,050 (2020: £149,795) is held in tangible fixed assets (our therapy centre at 289 Abbeydale Road) and £196,589 (2020: £99,827) is held in net current assets.

Thus, the charity holds £100,973 in free reserves as of 31st March 2021 (2020: £99,827).

Income

The Sheffield Clinical Commissioning Group (SCCG) has continued to acknowledge the importance of our work in Sheffield, awarding us £83,021 in the reporting period. We are very appreciative of the fact that our role as a specialist service provider continues to be recognised by the SCCG and that our grant agreement has been renewed until March 2022.

Alongside this we were fortunate to be awarded 17 grants and donations totalling £209,648 (2020: £39,000) from local and national charitable trusts. This included £90,046 in extraordinary Covid-19 funding.

Our enterprise activity via the rental of therapy space from our premises on Abbeydale Road was severely affected due to the Covid-19 pandemic. Income from this activity was reduced to £719 (2020: £24,538). Our community fundraising activity was also hindered by the pandemic, with events having to be cancelled or postponed. However, we were able to mitigate this loss of income by securing additional grant funding as noted above.

Expenditure

As a provider of specialist services, our therapist costs are our main expenditure. We strive to ensure a balanced team that includes experienced as well as trainee and newly-qualified therapists. Because of this, there is a requirement for paid as well as voluntary therapists. We are proud to be a hub of learning for those volunteer therapists who come to us to develop their skills in trauma work as part of an experienced and supportive team.

Reserves policy

The Trustees review the reserves each year in line with Charity Commission guidance.

Should it become necessary to wind up the charity, a sufficient level of reserves is maintained to enable Saffron Sheffield to meet its commitments to beneficiaries, suppliers, staff (including redundancy payments) and others.

The charity holds £100,973 in reserves as at 31 March 2021. This amount covers just over 4 months fixed and essential running costs (as per forecasted costs for the financial year 2021-2022) as well as a provision of £4,600 to ensure the charity would be able to meet statutory redundancy commitments.

Designated Funds

The Trustees have designated funds of £33,341 to fund otherwise unfunded operating costs in the charity's 2021-2022 operating budget.

Plans for the future

In February 2021 our CEO, Katherine Myles, gave three months' notice of her resignation from Saffron Sheffield. A rigorous recruitment process followed and, in May 2021, Sarah Smart was appointed Saffron's new CEO. Sarah brings with her over 15 years of experience in the charity sector. She has worked in leadership roles both in the UK and overseas with international development and relief charities.

The Covid-19 crisis continues to impact our ability to raise income via our trading and community fundraising activities. Our trading income stream is unlikely to be fully recovered for some time, even

with adjustments to ensure Covid-19 safety. To mitigate this, we continue to work hard to ensure we raise sufficient funds needed to continue and increase our current level of service delivery. At the time of writing this report - due to our success in securing multi-year grants - we are fully funded for our forecasted level of service delivery until the end of the 2021-2022 financial year.

Our intention during 2021-22 is to offer a blended therapy service - seeing a return to face-to-face therapy when it is safe to do so for clients who prefer it. We will also continue to provide therapy virtually, either online or over the telephone. The additional funding secured in 2020-21 enabled us to grow our clinical staffing base and put us in a position to increase our therapy hours and overall number of clients. Our aim is to be able to continue this growth trajectory in 2021-22.

Our current main premises at Daniel Hill in Sheffield has become unfit for purpose over the recent lockdown period and we need to find a suitable alternative. After considering the current situation and looking into various possibilities, the Trustees agreed in September 2021 that due to the loss of our trading income from premises at Abbeydale Road and the effects of the ongoing Covid-19 pandemic, we would cease the hiring out of rooms at Abbeydale Road from 31st October 2021 and make that building our main premises for at least the next 12 months. This decision will allow the charity to take stock as the UK emerges gradually from the impacts of Covid-19 and to adjust forward strategy appropriately as the long-term effects of Covid-19 become clearer.

Structure, governance and management

Sheffield Women's Counselling and Therapy Service Limited is a charitable company limited by guarantee, incorporated on 15 November 1989 and registered as a charity on 26 March 1992. Sheffield Women's Counselling and Therapy Service Limited adopted the trading name Saffron Sheffield in 2019.

The company was established under a memorandum of association which set out its objects and powers and is governed by its articles of association.

Members of Saffron Sheffield guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

A person wishing to become a trustee must be aged 18 or over and either recommended by the trustees or nominated for election by a member. All trustees must retire at each AGM but can offer themselves for re-election or further co-option. Trustees can at any time co-opt someone to be a trustee, but the total number of co-opted trustees cannot be more than half of the number of elected trustees.

Trustees delegate responsibility for the day-to-day management of the charity to the CEO.

Risk management

The trustees have reviewed the charity's risk register, which identifies the major risks to which the charity is exposed. Where appropriate, systems or procedures have been updated and/or established to mitigate the risks the charity faces.

A significant risk area is the potential for a loss of funding. With this in mind a funding strategy is being developed which works towards a mixed economy of funding and the generation of unrestricted income reserves.

Risks are minimised by a clear system of authorisation and well-documented financial controls approved by the trustees and regularly reviewed. Procedures are in place to ensure compliance with the health and safety of staff, volunteers, clients and visitors to the charity's premises. This now includes a risk assessment for returning to face-to-face therapy sessions during the Covid-19 pandemic.

Statement of responsibilities of the trustees

The trustees (who are also directors of Sheffield Women's Counselling and Therapy Service Limited for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities Statement of Recommended Practice
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Additionally, the trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 18 October 2021 and signed on their behalf by

Susan Bridgeford
Chair

Independent examiner's report

to the members of

Sheffield Women's Counselling and Therapy Service Limited

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st March 2021 which are set out on pages 14 to 33.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Christy Lau FCCA CTA DChA

Slade & Cooper Limited
Beehive Mill, Jersey Street
Ancoats Manchester, M4 6JG

Date 26 November 2021

Sheffield Women's Counselling and Therapy Service Limited

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	9,680	-	9,680	*8,349*
Charitable activities	4	32,000	260,669	292,669	*119,997*
Other trading activities	5	719	-	719	*24,838*
Total income		**42,399**	**260,669**	**303,068**	***153,184***
Expenditure on:					
Raising funds	6	12,962	-	12,962	*14,596*
Charitable activities	7	(1,305)	198,394	197,089	*191,167*
Total expenditure		**11,657**	**198,394**	**210,051**	***205,763***
Net income/(expenditure) for the year	9	**30,742**	**62,275**	**93,017**	***(52,579)***
Net movement in funds for the year		**30,742**	**62,275**	**93,017**	***(52,579)***
Reconciliation of funds					
Total funds brought forward		249,622	-	249,622	*302,201*
Total funds carried forward		**280,364**	**62,275**	**342,639**	***249,622***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derives from continuing activities.

Sheffield Women's Counselling and Therapy Service Limited
Company number 02443288

Balance sheet as at 31 March 2021

	Note	2021		*2020*	
		£	£	*£*	*£*
Fixed assets					
Tangible assets	14		146,050		*149,795*
Total fixed assets			**146,050**		***149,795***
Current assets					
Debtors	15	7,360		*10,904*	
Cash at bank and in hand	16	256,373		*139,406*	
Total current assets		**263,733**		***150,310***	
Liabilities					
Creditors: amounts falling due in less than one year	17	(67,144)		*(50,483)*	
Net current assets			**196,589**		***99,827***
Total assets less current liabilities			342,639		*249,622*
Net assets			**342,639**		***249,622***
The funds of the charity:					
Restricted income funds	19		62,275		-
Unrestricted income funds	20		280,364		*249,622*
Total charity funds			**342,639**		***249,622***

For the year in question, the company was entitled to exemption from an audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' (trustees') responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006
- The directors (trustees) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 17 to 33 form part of these accounts.

Approved by the trustees on 18 October 2021 and signed on their behalf by:

Susan Bridgeford (Chair)

Teresa Allewell (Treasurer)

Sheffield Women's Counselling and Therapy Service Limited

Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	*2020* *£*
Cash provided by/(used in) operating activities	23	**116,967**	***(23,398)***
Increase/(decrease) in cash and cash equivalents in the year		116,967	*(23,398)*
Cash and cash equivalents at the beginning of the year		139,406	*162,804*
Cash and cash equivalents at the end of the year		**256,373**	***139,406***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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 (FRS 102), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and UK Generally Accepted Accounting Practice.

Sheffield Women's Counselling and Therapy Service Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

e Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

f 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 to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Land & buildings	50 years
Improvements to property	4 years
Fixtures & fittings	3 years
Equipment	4 years

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

The money purchase plan is managed by The Pensions Trust and the plan invests the contributions made by the employee and employer in an investment fund to build up over the term of the plan a pension fund which is then converted into a pension upon the employee's normal retirement year age when eligible for a state pension. The total expense ratio of the plan is 0.45% for the main fund, and total expense ratio is less than 0.52%, and this is deducted from the investment fund annually. The trust has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. 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 registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2021 £	*Total 2020 £*
Donations	7,622	*8,349*
HMRC Job Retention Scheme	2,058	-
Total	9,680	*8,349*

All donations and legacies income is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
NHS Sheffield CCG	-	83,021	83,021
Sheffield Town Trust	-	4,000	4,000
J.G. Graves Charitable Trust	3,000	-	3,000
The Sheffield Church Burgesses Trust	-	2,000	2,000
The Cutlers' Company Charitable Trust	-	1,000	1,000
Henry Smith Charity	-	58,300	58,300
Lloyds Bank Foundation for England & Wales	25,000	-	25,000
Department for Digital, Culture, Media & Sport (DCMS)	-	35,109	35,109
South Yorkshire PCC / MoJ	-	26,186	26,186
Coronavirus Mental Health Response Fund	-	20,000	20,000
Rosa's Covid-19 Response Fund	-	9,937	9,937
People's Postcode Trust	-	9,720	9,720
SYCF, Fund in Memory of Molly Hurst	-	5,000	5,000
Brelms Trust	-	3,396	3,396
February Foundation	-	3,000	3,000
Charles and Elsie Sykes Trust	2,000	-	2,000
Virgin Money Foundation	1,000	-	1,000
James Neill Trust Fund	1,000	-	1,000
Total	32,000	260,669	292,669

4 Income from charitable activities (cont.)

Previous reporting period

	Unrestricted £	*Restricted £*	*Total 2020 £*
NHS Sheffield CCG	*-*	*80,997*	*80,997*
Evan Cornish Foundation	*-*	*10,000*	*10,000*
The Talbot Trusts	*-*	*5,000*	*5,000*
Donald Forrester Trust	*-*	*5,000*	*5,000*
Sheffield Town Trust	*-*	*4,000*	*4,000*
J.G. Graves Charitable Trust	*-*	*3,000*	*3,000*
The Scurrah Wainwright Charity	*-*	*3,000*	*3,000*
The Sheffield Church Burgesses Trust	*-*	*2,000*	*2,000*
The Albert Hunt Trust	*-*	*2,000*	*2,000*
Ecclesiastical Movement for Good	*1,000*	*-*	*1,000*
James Neill Trust Fund	*-*	*1,000*	*1,000*
The Zachary Merton and George Woofindin Convalescent Trust	*-*	*1,000*	*1,000*
The Barnabas Charitable Trust	*-*	*1,000*	*1,000*
The Cutlers' Company Charitable Trust	*-*	*500*	*500*
Hyman Winstone Foundation	*500*	*-*	*500*
Total	*1,500*	*118,497*	*119,997*

5 Income from other trading activities

	2021 £	*2020* *£*
Room hire	719	*24,538*
Training income	-	*300*
	719	*24,838*

All income from other trading activities is unrestricted.

6 Cost of raising funds

	2021 £	*2020* *£*
Staff costs	9,285	*9,285*
Fundraising costs	3,677	*5,311*
	12,962	*14,596*

All expenditure on cost of raising funds is unrestricted.

7 Analysis of expenditure on charitable activities

		Total 2021 £	*Total 2020 £*
Staff costs		134,130	*131,022*
Recruitment		1,066	*1,385*
Supervision		937	*450*
Associate therapists		28,604	*20,276*
Staff training		558	*350*
Staff travel & subsistence		-	*352*
Volunteer costs		-	*19*
User costs		-	*190*
Subscription & reference		277	*253*
Office supplies		1,036	*3,119*
Consultancy fees & expenses		5,243	*5,715*
Events & conferences		-	*481*
Awareness raising		-	*1,097*
Premises costs		10,258	*16,244*
Office costs	*	4,412	*3,344*
Equipment & repairs		4,675	*378*
Depreciation		3,745	*3,745*
Governance costs (see note 8)		2,148	*2,747*
		197,089	*191,167*

	2021 £	*2020 £*
Restricted expenditure	198,394	*126,075*
Unrestricted expenditure	(1,305)	*65,092*
	197,089	*191,167*

* Office costs include the costs of setting up new remote working systems during Covid-19

8 Analysis of governance and support costs

	Basis of apportionment	Governance £	Total 2021 £
Independent examination fees	Governance	480	480
Accountancy services	Governance	960	960
Legal and professional	Governance	708	708
		2,148	2,148

Previous reporting period	*Basis of apportionment*	*Governance £*	*Total 2020 £*
Trustees training	*Governance*	*860*	*860*
Independent examination fees	*Governance*	*480*	*480*
Accountancy services	*Governance*	*960*	*960*
Legal and professional	*Governance*	*447*	*447*
		2,747	*2,747*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2021 £	*2020 £*
Depreciation	3,745	*3,745*
Operating lease rentals:		
Property	2,750	*2,750*
Other	-	*1,273*
Independent examiner - accountancy fees	800	*800*
Independent examiner's fee	400	*400*

10 Staff costs

Staff costs during the year were as follows:

	2021 £	*2020* *£*
Wages and salaries	130,783	*124,249*
Social security costs	1,960	*6,118*
Pension costs	10,672	*9,940*
	143,415	*140,307*
Allocated as follows:		
Cost of raising funds	9,285	*9,285*
Charitable activities	134,130	*131,022*
	143,415	*140,307*

No employee has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 7.0 (2020: 7.4).

The key management personnel of the charity comprise the trustees and Chief Executive Officer. The total employee benefits of the key management personnel of the charity were £37,026 (2020: £40,113).

11 Trustee remuneration and expenses, and related party transactions

Neither the trustees nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: Nil).

Aggregate donations from related parties were £420 (2020: £nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: Nil).

12 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	*2020* *£*
NHS Sheffield CCG	83,021	*80,997*
Department for Digital, Culture, Media & Sport (DCMS)	35,109	-
South Yorkshire PCC / MoJ	26,186	-
	144,316	*80,997*

The unfulfilled conditions and contingencies attaching to the grants were to complete restricted projects (see note 19).

13 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed assets: tangible assets

	Property & improvements £	Fixtures & fittings £	Equipment £	Total £
Cost				
At 1 April 2020	191,840	3,607	2,283	197,730
Disposals	-	-	-	-
At 31 March 2021	191,840	3,607	2,283	197,730
Depreciation				
At 1 April 2020	42,045	3,607	2,283	47,935
Charge for the year	3,745	-	-	3,745
Disposals	-	-	-	-
At 31 March 2021	45,790	3,607	2,283	51,680
Net book value				
At 31 March 2021	146,050	-	-	146,050
At 31 March 2020	*149,795*	-	-	*149,795*

15 Debtors

	2021	*2020*
	£	*£*
Grants receivable	5,000	*-*
Trade debtors	-	*688*
Prepayments and accrued income	2,360	*10,216*
	7,360	*10,904*

16 Cash at bank and in hand

	2021	*2020*
	£	*£*
Cash at bank and in hand	256,373	*139,406*
	256,373	*139,406*

17 Creditors: amounts falling due within one year

	2021	*2020*
	£	*£*
Other creditors and accruals	7,544	*4,333*
Deferred income	59,600	*46,150*
	67,144	*50,483*

18 Deferred income

	2021	*2020*
	£	*£*
Deferred grant brought forward	46,150	*14,000*
Grant received	59,600	*46,150*
Released to income from charitable activities	(46,150)	*(14,000)*
Deferred grant carried forward	59,600	*46,150*

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
NHS Sheffield CCG	-	83,021	(34,592)	-	48,429
Sheffield Town Trust	-	4,000	(4,000)	-	-
The Sheffield Church Burgesses Trust		2,000	(2,000)	-	-
The Cutlers' Company Charitable Trust	-	1,000	(1,000)	-	-
Henry Smith Charity	-	58,300	(58,300)	-	-
Lloyds Bank Foundation for England & Wales (DCMS)	-	35,109	(35,109)	-	-
South Yorkshire PCC	-	26,186	(26,186)	-	-
Coronavirus Mental Health Response Fund	-	20,000	(10,374)	-	9,626
Rosa's Covid-19 Response Fund		9,937	(9,937)	-	-
People's Postcode Trust	-	9,720	(5,500)	-	4,220
SYCF, Fund in Memory of Molly Hurst	-	5,000	(5,000)	-	-
Brelms Trust	-	3,396	(3,396)	-	-
February Foundation	-	3,000	(3,000)	-	-
Total	-	260,669	(198,394)	-	62,275

19 Analysis of movements in restricted funds (cont.)

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2020 £*
Big Lottery Fund - Reaching Communities	*7,578*	*-*	*(7,578)*	*-*	*-*
NHS Sheffield CCG	*-*	*80,997*	*(80,997)*	*-*	*-*
Evan Cornish	*-*	*10,000*	*(10,000)*	*-*	*-*
The Talbot Trusts	*-*	*5,000*	*(5,000)*	*-*	*-*
Donald Forrester Trust	*-*	*5,000*	*(5,000)*	*-*	*-*
Sheffield Town Trust	*-*	*4,000*	*(4,000)*	*-*	*-*
J.G. Graves Charitable Trust	*-*	*3,000*	*(3,000)*	*-*	*-*
The Scurrah Wainwright Charity	*-*	*3,000*	*(3,000)*	*-*	*-*
The Sheffield Church Burgesses Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
The Albert Hunt Trust	*-*	*2,000*	*(2,000)*	*-*	*-*
James Neill Trust Fund	*-*	*1,000*	*(1,000)*	*-*	*-*
The Zachary Merton and George Woofindin Convalescent Trust	*-*	*1,000*	*(1,000)*	*-*	*-*
The Barnabas Charitable Trust	*-*	*1,000*	*(1,000)*	*-*	*-*
The Cutlers' Company Charitable Trust	*-*	*500*	*(500)*	*-*	*-*
Total	*7,578*	*118,497*	*(126,075)*	*-*	*-*

19 Analysis of movements in restricted funds (cont.)

Name of fund	Description, nature and purposes of the fund
NHS Sheffield CCG	Providing counselling and psychotherapy to women who have experienced childhood sexual abuse.
Sheffield Town Trust	Towards the cost of providing vital one-to-one counselling sessions for women who have experienced trauma or abuse.
The Sheffield Church Burgesses Trust	Towards the cost of providing vital one-to-one counselling sessions for women who have experienced trauma or abuse.
The Cutlers' Company Charitable Trust	Towards the cost of providing vital one-to-one counselling sessions for women who have experienced trauma or abuse.
Henry Smith Charity	Towards the running costs of the organisation and in particular to maintain the core post of Head of Clinical Service and to fund a Senior Psychotherapist post.
South Yorkshire PCC	Extraordinary Covid-19 Funding (Ministry of Justice) Towards the cost of maintaining and adapting therapy provision to meet needs of clients in changing circumstances relating to Covid-19.
Coronavirus Mental Health Response Fund	Towards the cost of one-to-one wellbeing sessions and one-to-one Specialist Trauma Therapy to support survivors of trauma and abuse impacted by Covid-19.
Rosa's Covid-19 Response Fund	Towards the cost of therapy provision for women who have experienced trauma or abuse and a contribution towards the cost of the Office Coordinator post to enable the coordination of remote therapy provision.
People's Postcode Trust	Towards the cost of providing one-to-one and group skills for wellbeing sessions for women who have experienced trauma or abuse.
SYCF, Fund in Memory of Molly Hurst	Young People's Mental Health and Wellbeing Fund in memory of Molly Hurst Supporting young women to recover their mental health and rebuild their lives after trauma and abuse.
Brelms Trust	Towards the cost of maintaining the core post of Head of Clinical Service.
February Foundation	Towards the cost of providing one-to-one counselling sessions for women who have experienced trauma or abuse.

20 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
General fund	249,622	34,058	(11,657)	(25,000)	247,023
Contingency fund	-	-	-	25,000	25,000
Business continuity fund	-	8,341	-	-	8,341
	249,622	42,399	(11,657)	-	280,364

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2020 £*
General fund	*249,774*	*34,687*	*(35,467)*	*628*	*249,622*
Redevelopment fund	*3,723*	*-*	*(3,095)*	*(628)*	*-*
Business continuity fund	*41,126*	*-*	*(41,126)*	*-*	*-*
	294,623	*34,687*	*(79,688)*	*-*	*249,622*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The free reserves after allowing for all designated funds
Contingency fund	New development fund for renewals at 289 Abbeydale Rd
Business continuity fund	Designated to fund otherwise unfunded operating costs in the 2021/22 organisational budget
Redevelopment fund	Development fund for website and planned renewals at 289 Abbeydale Rd

21 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	146,050	-	-	146,050
Net current assets/(liabilities)	100,973	33,341	62,275	196,589
Total	247,023	33,341	62,275	342,639

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*149,795*	-	-	*149,795*
Net current assets/(liabilities)	*99,827*	-	-	*99,827*
Total	*249,622*	-	-	*249,622*

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2021 £	*2020 £*	2021 £	*2020 £*
Less than one year	2,750	*2,750*	-	*636*
	2,750	*2,750*	-	*636*

23 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	*2020* *£*
Net income/(expenditure) for the year	93,017	*(52,579)*
Adjustments for:		
Depreciation charge	3,745	*3,745*
Decrease/(increase) in debtors	3,544	*(6,497)*
Increase/(decrease) in creditors	16,661	*31,933*
Net cash provided by/(used in) operating activities	116,967	*(23,398)*