

THE THAMES VALLEY PARTNERSHIP

REPORT OF THE MANAGEMENT COMMITTEE AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31st MARCH 2021



COMPANY REGISTRATION NO: 02881664
CHARITY NO: 1031545

Who We Are and What We Do

Thames Valley Partnership is an established charity, formed in 1993, delivering a broad range of support services to the most vulnerable in our communities, addressing difficult and complex issues and working innovatively to provide long term sustainable solutions to the problems of crime and social exclusion.

No one has the resources to deal with all of life's challenges alone. We offer a range of options to support those whose lives have been damaged or affected by crime in some way – victims, offenders and their families. Our support is free, non-judgemental and delivered with compassion by our experienced team.

Our aim is to bring people and organisations together to create safer and stronger communities.

THE THAMES VALLEY PARTNERSHIP
(A CHARITABLE COMPANY LIMITED BY GUARANTEE)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st MARCH 2021

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The Chair's Report

This year's annual report reflects, as many will, a challenging year. Operating under at least two lockdowns, a global pandemic and a world within which working from home became the norm, our support could not be provided face to face and so virtual platforms had to be developed, training online provided to teams and clients alike, and all efforts being focused on keeping the charity in a position where all the services commissioned could continue to be delivered.

Our staff and volunteers rose to these challenges with huge commitment throughout the period and not only delivered our services, but did so with a greater workload, overcoming their own, understandable, insecurities and vulnerabilities for the sake of the people we support.

We have successfully delivered seven key programmes this year; two delivering care and support to adult victims of crime, two focused on offenders and their families, one providing much needed safety for high-risk victims of domestic abuse, a mentoring service for young people at risk of offending and a comprehensive Restorative Justice programme (RJ) providing first class interventions in a variety of settings. Victims First Specialist Support Service, providing crisis and ongoing support to victims of rape, exploitation, modern slavery and complex needs was successfully introduced in April and has continued to provide support for people in crisis and beyond. This new contract incorporated our RJ services for victim-initiated work, and has seen a successful uplift in referrals for victims seeking restorative interventions, particularly for serious offences including sexual assaults. Family Matters provided support for families of people in custody and is closely aligned with New Leaf, the programme which assists the resettlement of offenders and supports them and their families in reintegrating into society and family life. The Family Matters team had to be furloughed towards the end of the financial year. New Leaf altered its operating model to compensate for not being able to go into prisons, or collect people in a vehicle, but were able to continue to offer mentoring on release to men and women returning to the local area from prison.

Our current portfolio covers a broad range of activities and this is our continued intention. Our expertise in certain areas has made our training products highly sought after and we aimed to widen this service where we could by putting our courses on line as well as face to face.

The new projects and additional funding have resulted in a further 35% increase in income. At the same time, we have seen a significant increase in staffing levels and a corresponding increase in workload for the Core team. Whilst the majority of our funds are restricted, we aimed to increase the unrestricted funds this year to better support the infrastructure that forms the basis of the charity. This has not been possible due to the COVID restrictions but remains a focus for the forthcoming year.

Thanks once again must go to my fellow trustees, our staff, volunteers and associates for their commitment and dedication to our work throughout a most difficult year.



Kenneth MacRitchie
Chair of the Board of Trustees

Reference and Administrative Information

Registered Name

The Thames Valley Partnership

Charity Registration

1031545

Company Registration

02881664

Registered Office and Operational Address

The Coach House, Manor Farm, Aston Sandford, Aylesbury, Buckinghamshire, HP17 8JB

Patrons

Lord Blair of Boughton Kt, QPM

The Bishop of Oxford, Rev Steven Croft

Management Committee

Mr Kenneth MacRitchie

Mr Philip Dart

Mr James Robinson

Mr Christopher Ward

Mrs Nicola Preston

Ms Fola Komolafe

Ms Naomi Karlake

HH Christopher Tyrer DL

Mr Henry Allmand

Mrs Michelle Nicholls

Chair

Vice Chair

Treasurer, Resigned November 2020

Treasurer, Appointed November 2020

Resigned August 2020

Appointed September 2020

Appointed September 2020

Chief Executive Officer

Ms Nikki Ross

Company Secretary

Mr Neil Owen

Website

www.thamesvalleypartnership.org.uk

Bankers

Barclays Bank,
High Street, Thame
Oxfordshire, OX9 3DU

Auditors

Azets Audit Services,
Suites B & D, Burnham Yard, Beaconsfield.
Buckinghamshire, HP9 2LH

Report of the Management Committee

The Board of Trustees of Thames Valley Partnership, who are also directors of Thames Valley Partnership Ltd, for the purposes of the Companies Act 2006, presents its report and financial statements for the year ended 31st March 2021 and confirm they comply with the Companies Act 2006 and the 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 FRS102.

Our Purpose and Objectives

- To promote good citizenship, champion community needs, deliver high quality services for those affected by crime, including victims and offenders; encourage greater public participation in the prevention and solution of crime and the support and assistance of those affected or at risk of being affected by crime;
- To promote, and actively engage in, cooperation, coordination, joint action and partnerships with organisations and bodies operating across the social justice sector together with private sector entities and the general public;
- To promote social inclusion by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. ‘Socially excluded’ means being excluded from society, or parts of society, as a result of one or more of the following factors: crime (whether as a victim, offender or otherwise affected thereby); unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown and poor or inadequate housing;
- To promote, including in partnership with the police and other public sector bodies, the protection of people and property from, and the prevention of, criminal acts;
- To bring people and organisations together to create safer and stronger communities;
- To seek long term, sustainable solutions to the problems of crime and social exclusion.

The Focus of our Work

Our Programmes 2020 - 2021

We currently run 7 programmes; **focussed on protecting victims and supporting offenders and their families.**

TecSOS (Technical SOS) protects high risk victims of domestic abuse through technical means and directly linked to police systems and control rooms and includes the promotion of Bright Sky (an informative app to assist DA victims), and updating the technology to provide the very best solutions for victims in their own homes. This has for the past 10 years been funded by Vodafone Foundation who have now declared their intention to move on. We would like to publicly thank them for helping us to save many high-risk victims over the past 10 years. On average over the past year, 307 victims used our technology to call for immediate assistance every quarter.

Family Matters supports offender families in difficulties; intervening early to prevent inter-generational offending and escalation of family issues – supporting almost a thousand families a year.

New Leaf provides a volunteer-led mentoring service through-the-gate to rehabilitate offenders released from prison tackling practical/emotional difficulties and reducing reoffending.

New Leaf Young People provides adult mentoring services for young people at risk of offending – around 70 referrals in our first year of service.

Our **Restorative Justice** (RJ) service for victims and offenders aims to repair the harm caused by crime, improve victims' health and experience of the criminal justice system and reduce offending. Our services supported in excess of 200 individuals last year.

Victims First Emotional Support Service (VFESS) provides emotional support to victims of crime through short-term interventions to around 1,000 victims per year.

Victims First Specialist Service (VFSS) provides emotional/crisis and longer-term complex support to victims of sexual violence, exploitation, modern slavery and those with complex needs. It supports over 1000 victims a year.

Our Partnerships

Our strength has continued to be in our relationships with our partners and our ability to work together. We particularly recognize the value of our stakeholders from the field of Criminal Justice (Prison, Police and the Police and Crime Commissioner, Youth Offending, and Probation) and also the wide range of voluntary and community sector organisations, Local Authority services and particularly our volunteers who work across our programmes and collectively help us achieve real and lasting results. This year we have hit an amazing 100 volunteers! We have contractual or grant funding relationships with the Office of the Police and Crime Commissioner (OPCC) for the Thames Valley, the Thames Valley Community Rehabilitation Company (CRC), Thames Valley Police, the National Lottery, Lloyds Foundation, Vodafone Foundation UK and International, the Home Office, and various other trusts and foundations as identified in this report. The Charity also sits on a number of local strategic groups such as LCJB sub groups reducing reoffending, and women's cohort, and the charity continues to provide independent chair to the Thames Valley DA Steering Group and to the Scrutiny Panels that examine cases and ensure learning is shared. The VFSS manager remains the joint strategic lead for Thames Valley Police for modern slavery, and our RJ senior practitioners are accredited

and a key part of the Restorative Justice Council. Network learning events took place throughout 2020 to provide practitioners and strategy makers with knowledge and skills in a variety of DA areas.

How our activities deliver public benefit

In line with the Charity Commission's guidance on public benefit our activities deliver public benefit both through direct delivery of services to victims and offenders and indirectly through our work with other partners and stakeholders.

Examples of direct benefits:

- RJ interventions – reduced harm to victims as well as help to reduce offending. In school interventions help to reduce exclusions and further offending behaviour as well as reducing the impact of the trauma on all involved;
- New Leaf - effective resettlement and reduced re-offending, as well as working with partners to secure employment and housing and to build positive relationships;
- Family Matters – support for children and families of offenders and breaking the cycle of offending within families and ensuring that offenders can return to a more settled environment;
- Our training reaches practitioners and volunteers each year;
- Our research and practice influences policy development locally and nationally;
- Victim services – direct support provided to many people who have been victims of a wide range of crimes including incredibly serious. Provision of emotional support, advocacy, advice and guidance for as long as is necessary to assist them to recover;
- TecSOS - immediate protection to victims of domestic abuse which is being used by almost all police forces in the UK;
- Bright Sky – since it was first launched in January 2018, over 300,000 people in the UK have opened the application on their phone and been able to access advice and support for themselves or someone else. The international roll-out is ongoing.

Examples of indirect benefits:

- Through training and dissemination events, practitioners share knowledge and best practice. Of particular note the Willow (exploitation) training has helped agencies and organisations to properly understand the dangers of exploitation and slavery in a modern setting, the frequency of offences and how to help those that become trapped by it;
- Our research and introduction of MyVoiceRJ will allow many victims to undergo and benefit from restorative justice without the offender being involved. This is ground breaking, will open the door for many otherwise unconnected victims, and will this year be evaluated and ideally rolled out in broader national circles;
- The role of the charity in the Thames Valley wide Domestic Abuse Steering Group has enabled a number of network events for practitioners and strategic leads with the last being attended by over 300 people otherwise not reached.

Who used and benefitted from our services?

Our main stakeholders are practitioners from a range of organisations, agencies and professions.

We work with criminal justice agencies, including the police, prisons, schools, probation; Youth offending teams, local authorities, voluntary and community organisations from across the area and the private sector, as well as a wide range of service users that include victims and survivors of crime, families affected by the justice system, offenders on release from custody, and young people in need to mentoring and support.

We disseminate and share our work widely and work to ensure our programmes are mainstreamed and sustainable:

- Just under 1,000 victims have benefitted from our Emotional Support service;
- A similar number benefitted from our specialist victim support services;
- 50 victim initiated Restorative Justice interventions were delivered as well as a number of offender interventions and direct responses into schools;
- TecSOS is available in 40 UK Home Office police forces;
- TecSOS has supported over 20,000 victims since its inception with 2,654 devices currently being utilised by high-risk victims of Domestic Abuse with an average of 3 daily activations over the past year (July 20' – June 21') from people in need of immediate assistance;
- The use of the device and lives saved equates to millions of pounds of savings for statutory bodies and a reduction in the number of domestic homicides;
- 70 young people received one to one mentoring from an adult;
- A similar number of offenders were mentored on release from prisons;
- Almost 1,000 families received support of some sort when their loved one was given a custodial sentence.

Overview of 2020/21

2020/21 saw an improving financial and delivery position as we continued to deliver frontline victim services as well as maintaining our other programmes, some of which saw growth in terms of specific grants or training contracts to share our skills and expertise. This has enabled us to improve the support to our core funds and to sustain our central functions.

The beginning of the year saw a national lockdown and a need to withdraw our services to telephone and virtual contact only — with no face-to-face services being offered from the end of March onwards. The service has withstood this challenge incredibly well and staff and volunteers have adjusted well. Business continuity has been successfully achieved! The challenge continued throughout the year and the charity has continued to adapt and alter working practices to ensure delivery of services. Some staff members had to be furloughed for several months but most programmes withstood the challenges and were able to provide support. The hard work of the staff and volunteers made this possible and they should be applauded for their dedication and professionalism.

Highlights and achievements:

Victims Services - April saw the start of a new contract providing specialist support for victims of crime. This compliments the emotional support service also provided and both are contracted by the Office of the Police and Crime Commissioner in the Thames Valley (OPCC). Despite the difficulties of on-boarding a team of over 20 staff without seeing anyone face to face, and starting a new service in these difficult conditions,

the service has gone from strength to strength and significant numbers of victims have been supported by both services. Additionally, the restorative justice interventions were delivered via this contract and also through a contract with the Thames Valley Community Rehabilitation Company (CRC) with growing numbers of referrals and interventions. The specialist service is delivered via a unique partnership with OSARCC and Trust House. Around 2000 people have been supported by these contracts. These services were delivered virtually where necessary and as soon as able the service user could choose the best medium for them. Some were keen to resume face to face meetings and others less so, but the choice was always theirs and the charity has learned to adapt to their needs.

BAME Outreach Programme - The VFSS programme has also secured some MOJ funding to provide 3 outreach workers to work with minority communities across the Thames Valley. This will provide people with more information about where and who they can go to should they suffer from sexual assaults, as well as provide support to them. These communities will often under report and not seek support from the authorities, or indeed even tell anyone that it has happened. We will engage with the communities, build trust and confidence in the reporting process – whether the criminal justice route is taken or otherwise, and if people do come forward our specialist advisors can help them and provide them with emotional and practical advice throughout. The posts are spread across the three counties to provide better coverage and ensure that all communities are able to feel confident they will be heard.

New Leaf - the services being provided by New Leaf include a through the gate collection and mentoring service. This has been difficult throughout the pandemic as collections were not possible and this in turn made mentoring relationships difficult to build and sustain. A grant received during lockdown enabled taxis to be used to deliver people to key appointments and as with other services, a virtual solution was put in place. In addition to the funded service, the team provide service users with clothes and toiletries, and support to help them find accommodation and work in order for them to resettle back into the community. With the restructure of the NPS, the contracts with the CRC have come to an end, and are replaced through a framework arrangement with the NPS. Thames Valley Partnership has been sub contracted to deliver the New Leaf mentoring service for adults released from prison for a further 3 years and this new contract will start in June 2021.

The mentoring skills of the team and volunteers have also been put to good use in the provision of mentoring for those young people that have been identified by statutory services as at risk of offending, providing a trusted adult figure to support and guide them. 30 mentors were recruited to provide this key service and 70 young people benefitted from it. The scheme was funded through Thames Valley Police's violence reduction plan and included young people transitioning from the Youth Offending Service to the National Probation Service (NPS), at risk of exclusion or on the edges of criminality.

Other early intervention work included a highly successful fast response service to schools using restorative justice practices. Where a child committed an offence within the school setting and could otherwise have been criminalised and/or excluded, the team would respond to the school within 24 hours and bring all parties together for a swift and comprehensive resolution.

TecSOS was able to respond to the increasing levels of Domestic Abuse seen across the country during the various lockdowns and enhance the product to improve its accessibility, increasing its availability and providing better support to those that needed it. This has meant the introduction of an updated version of the solution now being rolled out to the police forces alongside the older devices.

The programme has continued to grow steadily in terms of its reach into Police Areas nationally; 40 Home Office Police forces have now signed up to TecSOS, plus Jersey, Guernsey, British Transport Police and the National Crime Agency. Over 20,000 victims have been supported through the device to date and there are over 2000 devices currently in the hands of high-risk victims of domestic abuse with an estimate of at least 600 serious activations in the past year (July 20' – June 21') potentially resulting in a life saved. There has been a real reduction in victim fear and increase in victim confidence. There has been an increase in the

number of immediate arrests and prosecutions and a reduction in police response times of at least 11%. The Bright Sky app developed with Hestia and Aspirant is now available on the desktop for professional usage, and is available in 10 countries nationwide. The programme has also developed a fully accredited training opportunity which is available for businesses and individuals.

As stated above, all of the programmes managed to continue and flourish during lockdown and the disruption of the pandemic throughout the year. **Family Matters** was the hardest to operate throughout this period as the team relied on being in courts for sentencing and being at visitor centres at prisons to meet the families. Unfortunately, with courts and visitor centres being closed there were less opportunities to engage and the team were furloughed for the latter part of the financial year. This will mean that the programme can operate for longer under the existing grant through to the end of 2021.

Thames Valley Restorative Justice Service (TVRJS) continued to deliver three programmes; victim-initiated RJ funded by the OPCC; offender-initiated RJ funded by the CRC and prison- based RJ funded through donations. The CRC contract will end in June 2021 as the probation service is reunified. Looking forward, the OPCC work will sit within the new Victims First Specialist Service contract and will continue to deliver victim led restorative justice. The RJ team are highly experienced and professional practitioners (fully accredited through the Restorative Justice Council) and we continue to look for opportunities to offer our services outside of the established contracts. Prison initiated RJ continues to have successes where the approach is right for the victim and we hope to keep this work going throughout the year. RJ training is also being provided both virtually and in person. The RJ provision is now live in schools and has been proving popular by providing early intervention.

A successful bid to the Lloyds Bank Foundation has enabled the recruitment of a **Strategic Network Manager**. The post holder has brought together all the charities in the area that work in the criminal justice arena and together explore better collaborative opportunities in that sphere. An initial event has been held and working together will enable better relationships, and place all the charities in a stronger position to work collaboratively with the new Probation Services once the transition to their new model takes place.

Financial Review

Funding for the year to 31st March 2021 was £2,310,940 (2020: £2,072,207), which after adjustments for deferred income, adding interest and other income, amounted to £2,505,203 (2020: £1,855,645), an increase of 35%.

Our funding continues to come from a variety of sources through a healthy mix of contracts and grants, for example: -

- The Vodafone Foundation, for the TecSOS programme gave grants of £529,621 (2020: £540,700);
- The Home Office, gave grants for the TecSOS programme, the Bright Sky programme and to support us through the Covid lockdown £207,438 (2020: £91,631);
- Thames Valley Community Rehabilitation Company, with contracts for the New Leaf and RJ programmes £129,352 (2020: £121,385);
- Thames Valley OPCC, with contracts for the VFSS and VFESS programmes £1,052,735 (2020: £763,361);
- The Family Matters programme continued to receive funding from the National Lottery £97,571 (2020: £132,999);
- The MOJ gave grants to support us through the Covid lockdown and for the BAME Outreach Programme;
- The Lloyds Bank Foundation gave grants of £56,058 (2020: £89,958) to support the New Leaf and Strategic Networking Programmes.

Total Expenditure for the year was £2,189,589 (2020: £1,801,626) an increase of 21.5%, reflecting the ongoing activity within our programmes, and is broken down as follows: -

- Designated Expenditure was £0 (2020: £0);
- Restricted Expenditure was £2,101,351 (2020: £1,764,428) and includes the amounts our individual programmes contribute towards management and administration costs, as agreed in advance with our funders;
- Other Expenditure on central services and support amounted to £88,238 (2020: £37,198).

We finished the year with total funds of £652,095 (2020: £336,481). Of this: -

- £443,075 (2020: £174,743) is the surplus from restricted programmes;
- £90,000 (2020: £90,000) is the surplus of designated funds (which includes our contingency reserve of £90,000 (2020: £90,000));
- £119,020 (2020: £71,738) is the undesignated surplus.

All surplus funds from restricted programmes are carried forward to 2021/22 for the continuation of the same or similar programmes.

Our funding has historically relied on medium to long term grants and contracts with little unrestricted funds. Although this could be seen as a weakness, in reality it was the reason why we were able to successfully continue operations throughout the lockdown. As a result, we remain financially sound, with increases in

cash balances and free reserves, whilst recognising the need to review our future funding mix to increase both our unrestricted income and our reserves.

Principal Funding Sources

The Thames Valley Partnership has four principal sources of funding: -

- Statutory partners, including the Police and Crime Commissioner Thames Valley;
- Charitable Trusts and Foundations;
- Other government or public bodies;
- Private sector organisations.

We would like to thank all our funders and hope that they will continue to support us in 2021/22 and beyond.

Investment Policy

The Board of Trustees are empowered under the Articles of Association to expend the funds in such manner as they shall consider most beneficial for the achievement of the objects, and to invest such part of the funds as they may see fit, and to direct the sale or transposition of any such investments.

Most of our funds are spent in the short term on our front-line services, so there are few funds for long term investment. In addition to our current account with Barclays Bank, the Trustees have operated a policy of keeping available funds in easy-access interest bearing bank accounts. These are currently held with the Redwood Bank and Metro Bank. There are no other investments owned by or benefitting the charity.

Reserves Policy

The Trustees believe that as the charity exists to deliver front line services for the achievement of the Objects, it is not appropriate to maintain a high level of reserves.

The Trustees' Reserves Policy aspires to maintain a balanced level of reserves of £270,000, that being equivalent to staff redundancy costs plus three months Core costs, as a designated contingency should the need to wind up the charity ever arise. To achieve this figure, the Trustees have agreed that 50% of free reserves will be added to the Designated Contingency Reserve each year provided that this does not inhibit our front-line services. Free reserves are those unrestricted reserves that are not designated by the Trustees. The required level of contingency reserves is regularly monitored and reviewed by the Board of Trustees' Finance and Staffing sub-committee.

At 31 March 2021, the total reserves were £209,020 (2020: £161,738). Of this amount, £119,020 represents the Free Reserves (2020: £71,738) and £90,000 (2020: £90,000) represents the Designated Contingency Reserve. The Trustees have agreed not to add to the Designated Contingency Reserve this year because, a recently successful funding bid requires an element of the Free Reserves to be used to cover the costs of Cyber Essentials Plus accreditation and ISO27001 accreditation.

Structure, Governance and Management

Governing Document

Thames Valley Partnership, a charitable company limited by guarantee, as defined by the Companies Act 2006, was incorporated on 17th December 1993 and registered as a charity on 14th January 1994. The charitable company was established under a Memorandum of Association which details the objects and powers of the charitable company and is governed under its Articles of Association which were amended by special resolution on the 14th December 2020 by the Board of Trustees. In the event of the charitable company being wound up each Trustee is required to contribute an amount not exceeding £10.

The Management Committee

The Board of Trustees must reflect the broad spread of interests and organisations from across the criminal justice sector as well as including individuals providing particular skills and expertise in order to further our crime reduction and community safety objectives.

The Board of Trustees appoints recommended Trustees at the Annual General Meeting by simple majority. Trustees may be co-opted during the year and appointed at the subsequent Annual General Meeting. One third of the Trustees are obliged to retire by rotation at each Annual General Meeting and can offer themselves for re-election should that be their wish. The total number of full and co-opted Trustees cannot exceed 25.

Trustee Induction and Training

Newly appointed Trustees are provided with a Trustee Induction pack. This gives access to relevant governance documentation, the Memorandum and Articles of Association, the latest Annual Report and Financial Statements, as well as information regarding useful sources of general guidance and support for Trustees from, for example, the Charity Commission.

All new Trustees are invited to attend an induction day, a chance to meet members of the team informally at our offices, in order to find out more about the work and about the issues facing the team on a day-to-day basis. In addition, as with existing Trustees, new Trustees are invited to specify training or skill needs which they feel they may require. All Trustees are invited to attend and participate in our events and those organised by our partner agencies and other crime reduction organisations.

Organisational Structure

The Board of Trustees is comprised of eight full members who meet quarterly to consider the strategic and operational activities of the charity. They are responsible for strategic direction, approval of the business plan and annual budget and for the policies to deliver these. The Board of Trustees have two standing sub-committees with approved terms of reference; the Finance and Staffing sub-Committee and the Strategic Planning sub-Committee meet quarterly and subsequently report back to the Board.

Each Board member is encouraged to work closely with a specific programme or work function to provide expertise, guidance and support and to feed back their experience to the Board.

The Board of Trustees is supported by the Finance and Administration Manager who is appointed as Company Secretary and who takes responsibility for governance administration.

A scheme of delegation is in place such that the day-to-day responsibility for the management of the charity, the provision of services and the support functions, rests with the Chief Executive Officer. The Chief Executive Officer is responsible for ensuring that the work in the business plan is delivered, that the key targets are met and that the finances are appropriately managed. The Chief Executive Officer is supported by the individual Programme Managers, the Finance and Administration Manager and their teams.

Staff Remuneration

The Trustees consider that they, the Chief Executive Officer and the Finance and Administration Manager comprise the key management personnel. The Trustees are not remunerated for their services.

Staff pay is reviewed annually in March by the Finance and Staffing sub-Committee. The Committee is responsible for proposing the remuneration and terms and conditions of employment for all staff. Their proposals are recommended to the Board for final approval.

Staff are paid in relation to their particular skills, experience, qualifications, performance and contribution, together with the benchmarking of similar roles within the market where possible.

Volunteers

We have over 100 volunteers contributing across our programmes and they are an extremely important resource for us. A range of age and skills brings a great mix to the organisation and some invaluable life experiences. Our volunteer cohort provide mentoring for those leaving prison, helping them to resettlement back into society. They offer support to individuals helping them to avoid social exclusion and to navigate available services. Our mentors for young people at risk of offending, provide a strong adult role model, often with a professional background, to help them to get back on track. We also have volunteers who help victims of crime, providing emotional support, helping them to get their life back to normal and to manage the consequences of crime. Our restorative justice programmes span prisons, victim work and reducing reoffending in society as well as schools and other settings. Our highly skilled RJ Practitioners are assisted by a cohort of volunteers who have undergone extensive training, many of whom are now qualified to practice solo. Our aim is to deliver our complex adult victim support service using more volunteers and to broaden our cohort operating across programmes. The successful recruitment of a volunteer coordinator will ensure that our volunteers maintain a strong identity within the charity for many more years to come.

The work of our volunteers is held in the highest regard by the Trustees. The dedication, expertise and compassion of those volunteers is crucial to the support we can offer our clients.

Related Parties

Members of our team sit on a variety of local and national groups including: -

- Local Criminal Justice Board for the Thames Valley;
- LCJB Reducing Reoffending Sub-Groups – accommodation and women in custody;
- LCJB Sub-Group of witnesses & victims;
- Aylesbury Vale Hate Crime Awareness Group;
- Rape & Serious Sexual Assault Awareness Group;
- Thames Valley Reducing Reoffending Strategy Group;
- Modern Slavery & Exploitation Strategic Groups: Slough, Bracknell, Reading, Buckinghamshire, Oxfordshire;
- Thames Valley Exploitation & Modern Slavery Strategic Group;
- Community Safety Partnership Board, Reading;
- Anti-Slavery Networks – Berkshire, Oxfordshire, Buckinghamshire;
- Oxford City Sex Workers Intervention Panel;
- Berkshire Peoples Solution Group;
- Crown Court Partnership meetings;
- SARC Partnership Board;
- Crown Court User Groups;
- Rape & Serious Sexual Assault Partnership Meeting (RASSA);
- BAMER Partnership Group;

- We chair the Thames Valley Restorative Justice Strategy Group;
- South Central NPS Suppliers forum;
- Members of EDAC;
- Wokingham DA group;
- We are members of the Employers Initiative on Domestic Abuse;
- Founder and member of Thames Valley wide Criminal Justice charity group;
- We provide the independent Chair of the Thames Valley Domestic Abuse Steering Group and the chair of the scrutiny panels;
- MARACs: -
Cherwell & West Oxfordshire,
Oxford City
South & Vale
West Berkshire
Slough
Reading
Windsor & Maidenhead
Wokingham
Bracknell;
- We work together with our partners the Oxfordshire Sexual Abuse and Rape Crisis Centre OSARCC and Trust House Reading on the Thames Valley Victims First Specialist Service;
- We are accredited as a Restorative Justice provider with the Restorative Justice Council (RJC);
- We have Advanced Restorative Practitioners registration with the RJC;
- We are a Registered Training Provider with the RJC.

Risk Management

The Board of Trustees has conducted a review of the major risks to which the charity is exposed and has developed a risk register to monitor those risks. The risk register is reviewed quarterly by the Finance and Staffing sub-Committee and the results of these reviews fed back to the subsequent Board Meeting for consideration as a separate standing agenda item. Areas covered include governance, finance, business continuity, operational and reputational risks. The Chief Executive Officer ensures that robust policies, procedures and systems are in place to mitigate the risks and to manage any potential impact on the charity.

The key risks have been identified as:

Loss of support from major funders - mitigated by ensuring that funding comes from a diverse range of sources to balance the risk and by maintaining good communication with funders to ensure that the work undertaken meets their expectations. Evaluation strategies have been built into the business planning process in order to provide feedback to core funders.

Loss of Control of Sensitive/Personal data – mitigated by the appointment of an external Data Protection Officer, keeping abreast of changes to legislation, keeping breaches to a minimum, ensuring that new and existing staff and volunteers are familiar with the GDPR requirements and that they receive regular training updates. Systems and procedures are in place to ensure that data is appropriately stored and/or destroyed and/or available should requests for information be made.

IT security risks – mitigated by the recently achieved Cyber Essentials Plus accreditation and the objective to achieve ISO27001 accreditation.

Safeguarding. Failure to keep clients safe - mitigated by a retained focus on safeguarding risks including training for new staff and volunteers, refresher training for existing staff and volunteers and for ensuring all policies and reporting procedures are current and understood.

Illness or pandemic affecting staff resilience or ability to operate normally – mitigated by having a Business Continuity Plan in place which includes how to deal with staff or volunteer shortages, management of premises and ability to work remotely at the same time as ensuring continuity of delivered services.

Defined Benefit Pension Scheme Liabilities – see Contingent Liability Statement on Page 33

Programmes inadequately resourced or managed. Objectives not being met. Failure to deliver on time and/or to an acceptable quality for funders – mitigated by ensuring all outcomes are clearly established and agreed at the outset for all programmes. Appropriate project management and reporting structures are put in place. Managers are held accountable for their own programmes, and activities and ensuring objectives are met. Adequate resources are allocated and workload regularly reviewed. Key reporting milestones are identified, regular reports are provided and meetings are held with funders to consider performance against objectives.

Fundraising

There is no specific budget or post for fundraising and we do not use third-party professional fundraisers. However, the Chief Executive Officer routinely engages in bid writing and in making contact with trusts and foundations in order to raise funds. 0.2 of a post contributes to some of the fundraising activities.

Safeguarding

The welfare of vulnerable individuals is of paramount importance to us and we believe in taking all concerns about risk seriously and acting without judgement. Ignoring or tolerating abuse is not an option. Our Safeguarding Policy seeks to ensure that we undertake our responsibilities with regard to the protection of the vulnerable and that we will respond to concerns appropriately. Safeguarding is a standard agenda item at each Board Meeting.

There haven't been any serious incidents during the year that would require us to provide a report to the Charity Commission.

Modern Slavery Statement

Thames Valley Partnership is not a relevant commercial organisation as defined by section 54 of the Modern Slavery Act as we do not meet the criteria of having an annual total turnover equal to or exceeding the threshold set by the Secretary of State. Therefore, we are not required to publish a Slavery and Human Trafficking Transparency Statement.

COVID-19 Statement

Like many other charities the COVID pandemic has proved challenging for us. Our funding has historically relied on large grants and contracts to provide public services, with little unrestricted funds and only a minimal reliance on one-off grants. This has been highlighted as a weakness in the past but, in reality, was the reason why we were able to continue operations throughout the lockdown and how we are able to rebuild into a normal service delivery. Like many others we pulled all our services away from face to face, with staff working from home and communicating by telephone or electronic means with clients and colleagues. This was made significantly easier because of our flexible cloud-based IT systems. As a result, cost savings were achieved through lower travel expenditure. Weekly emergency planning meetings with all managers allowed for resilience checking, staff welfare updates and updates on how each programme could be delivered. Regular contact with contract and grant managers, keeping them informed of any issues, ensured that through joint working we were able to continue supporting our vulnerable clients throughout.

Although we had to furlough four staff for a short period, we haven't made any redundancies or lost staff as a result.

Early on in the crisis a 'return to normality' group was formed to consider how we would return to a new normal and when that would be possible. Part of this group's functions was to consider the future operating model, how we could meet service delivery and raise funds in order to do so.

Through the receipt of several generous grants during the crisis and beyond, we have been able to alter our working practices and ensure that staff can gradually return to a place of work, in a safe way, as the government guidelines allow.

Plans for Future periods

The charity is currently undergoing a rebranding exercise to raise its profile across not just the three counties of the Thames Valley but beyond. Recognising that some of our work is national and even international, we are keen not to constrain our thinking and activity. Our overarching aims and objectives will remain the same and the principle of our organisation is to continue to work within criminal justice and provide help and support to people at risk of social exclusion or who are otherwise vulnerable. We have grown very quickly in terms of service delivery but have stayed very static in terms of corporate development resource. The core team has not grown and our funds are predominantly restricted. Our aim is to change that and allow for more flexibility to diversify and grow, whilst having the ability to support that growth via a larger central team. That desire to diversify has been approved by the Board of Trustees who have provided some opportunities to explore development areas such as training provision and approaches to other geographic areas.

Our future funding strategies will attempt to diversify the sources of income whilst also ensuring we manage a high standard of delivery against the contracts that we have. If successful, then we will increase our reserves and continue to thrive with the beneficiaries being those that are impacted by issues within the criminal justice system. There is a plan to meet our future core and organisational objectives as well as having the scope to build and expand as an organisation. A new funding diversification strategy has been approved by the Board and fundraising goals set which ensure funding is more diverse.

Early in the new financial year the Charity will be undertaking a significant review of its IT Security policies with the aim of achieving Cyber Essential Plus and ISO27001 accreditations, demonstrating to funders our commitment to the protection of information.

Responsibilities of the Board of Trustees

The Board of Trustees (who are also the Directors of The Thames Valley Partnership for purposes of company law) are responsible for preparing the Report of the Management Committee and the financial statements, in accordance with applicable law and 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 income and expenditure, of the company for that year.

In preparing those financial statements, the Trustees are required to: -

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP (FRS102);
- make judgements and estimates that are reasonable and prudent; and
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

THE THAMES VALLEY PARTNERSHIP – REPORT OF THE MANAGEMENT COMMITTEE

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Board of Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

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.

Auditor

Azets Audit Services have indicated their willingness to continue in office for another financial year

Statement as to the disclosure of information to Auditors

So far as the Trustees are aware, there is no relevant information of which the charitable company's auditors are unaware and each Trustee has taken all the steps that they ought to have taken as a Trustee in order to make them aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Approval

These financial statements have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS102).

Approved by the Board of Trustees on 13 December 2021 and signed on their behalf by



.....
Kenneth MacRitchie, Chair of the Board of Trustees

Opinion

We have audited the financial statements of The Thames Valley Partnership (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of the incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE THAMES VALLEY PARTNERSHIP

material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken during the audit:

- the information given in the report of the management committee and the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the report of the management committee and the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained during the audit, we have not identified material misstatements in the report of the management committee or the Trustees' report.

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

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

Responsibilities of Trustees

As explained more fully in the Statement of the responsibilities of the Board of Trustees, , the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

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

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

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

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE THAMES VALLEY PARTNERSHIP

Use of our report

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

A handwritten signature in black ink that reads "Azets Audit Services". The signature is written in a cursive, slightly informal style.

David Cary LLB FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Chartered Accountants
Statutory Auditor
Suites B & D
Burnham Yard
Buckinghamshire
HP9 2LH

14 December 2021

THE THAMES VALLEY PARTNERSHIP
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

		Undesignated Funds	Designated Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	<u>Notes</u>	£	£	£	£	£
INCOME AND ENDOWMENTS FROM:						
Donations Grants and legacies	2	142,741	-	2,361,223	2,503,964	1,853,965
Investments		1,239	-	-	1,239	1,680
Total Income		143,980	-	2,361,223	2,505,203	1,855,645
EXPENDITURE ON:						
Charitable activities: -						
- Community Safety Programmes	3	-	-	1,864,627	1,864,627	1,564,882
Other	3	88,238	-	236,724	324,962	236,744
Total Expenditure		88,238	-	2,101,351	2,189,589	1,801,626
Transfers between funds		(8,460)	-	8,460	-	-
Net Movement in Funds	4	47,282	-	268,332	315,614	54,019
Total Funds at 1 st April		71,738	90,000	174,743	336,481	282,462
Total Funds at 31st March		119,020	90,000	443,075	652,095	336,481

The statement of financial activities also complies with the requirement for an income and expenditure account under the Companies Act 2006.

All the above results are derived from continuing activities. All gains and losses recognised in the year are included.

The notes on pages 27 to 41 form part of these accounts.

THE THAMES VALLEY PARTNERSHIP
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2021

	<u>Note</u>	General Funds £	Restricted Funds £	2021 £	2020 £
Fixed Assets					
Fixed assets	6	4,071	-	4,071	-
Investments	7	1	-	1	1
Current Assets					
Debtors	8	29,626	111,581	141,207	78,112
Cash at Bank and in Hand		269,352	708,163	977,515	622,131
		<u>298,978</u>	<u>819,744</u>	<u>1,118,722</u>	<u>700,243</u>
Creditors: amounts falling due within one year	9	(87,597)	(376,669)	(464,266)	(327,979)
Net Current Assets		<u>211,381</u>	<u>443,075</u>	<u>654,456</u>	<u>372,264</u>
Provision for liabilities and charges – VAT		(6,433)	-	(6,433)	(35,784)
Net Assets		<u>209,020</u>	<u>443,075</u>	<u>652,095</u>	<u>336,481</u>
FUNDS					
Undesignated Funds	11	119,020	-	119,020	71,738
Designated Funds	12	90,000		90,000	90,000
Restricted Funds	13	-	443,075	443,075	174,743
Total Assets		<u>209,020</u>	<u>443,075</u>	<u>652,095</u>	<u>336,481</u>

The Trustees acknowledge their responsibilities for:

- (a) ensuring that the charitable company keep accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of the charitable company's incoming resources and application of resources, including income and expenditure, for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements were approved by the Trustees on 13 December 2021 and are signed on their behalf by:



.....
Kenneth MacRitchie

The notes on pages 27 to 41 form part of these accounts

THE THAMES VALLEY PARTNERSHIP
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
	£	£
Cash flow from operating activities (see note (a))	358,911	162,792
Net cash flow from operating activities	358,911	162,792
Purchase of tangible fixed assets	(4,766)	-
Cash flow from investing activities		
Interest received	1,239	1,680
Net cash flow from operating activities	(3,527)	1,680
Net increase in cash and cash equivalents	355,384	164,472
Cash and cash equivalents at the beginning of the year	622,131	457,659
Cash and cash equivalents at the end of the year (see note (b))	977,515	622,131

Notes to the cash flow statement

(a) Reconciliation of net movement in funds

Net movement in funds for the year	315,614	54,019
Interest received	(1,239)	(1,680)
Depreciation charges	695	-
(Increase) in debtors	(63,095)	(45,120)
Increase in creditors	136,287	155,573
(Decrease) in provision for charges and liabilities	(29,351)	-
Net cash flow from operating activities	358,911	162,792

(b) Analysis of cash and cash equivalents

Cash at bank	977,515	622,131
Cash and cash equivalents at the end of the year	977,515	622,131

The notes on pages 27 to 41 form part of these accounts

1. ACCOUNTING POLICIES

The charity is a company limited by guarantee in the United Kingdom. The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in pounds sterling under the historical cost convention, the Companies Act 2006, 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) and UK Generally Accepted Accounting Practice as it applies from 1 January 2020.

These accounts have been presented in sterling (£) which is also the functional currency of the Charitable company.

Consolidation

Consolidated financial statements have not been prepared due to the trivial value of the investment in the subsidiary company.

Income recognition

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

As provided in the SORP (FRS 102) no amount is included in the financial statements for volunteer time.

For legacies, the point of entitlement is the earlier of the date of the charity being notified of an impending distribution or the date the legacy is received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Investment income is earned through holding assets for investment purposes such as on short term bank deposit and solely comprises bank interest.

Expenditure recognition

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

- Charitable Activities. These comprise all the resources applied by the Charity in undertaking its work to meet its charitable objectives.

THE THAMES VALLEY PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

- Other expenditure. These include the cost of governance arrangements which relate to the general running of the Charity and the compliance with constitutional and statutory requirements.

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

Fund Accounting

The Charity may maintain both restricted and unrestricted funds. Unrestricted funds are split into two accounts, “undesigned” funds which are utilised for the day to day running of the Charity; and “designated” funds which are held for contingency reserves by the company (see reserves policy in the report of the Management Committee). Restricted funds represent grants and donations that are provided by the donor for a specific purpose including for the purposes of the six main programmes of the Charity. The unrestricted funds represent unrestricted income that is expendable at the discretion of the Trustees in the furtherance of the objects of the Charity.

Investments

In the financial statements investments in subsidiary undertakings are stated at cost. The carrying amount is subject to an impairment review by the Trustees at the end of each accounting period.

Tangible Assets and Depreciation

Fixed assets have been recorded at cost, or at a reasonable estimate of their value to the Charity. Depreciation is provided on all tangible assets on a straight-line basis, calculated to write off the cost or valuation of each asset evenly over its expected life, as follows;

Equipment	4 years
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All capital expenditure over £1,000 is capitalised.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined benefit plan for the benefit of its employees. Contributions are expensed as they become payable.

The scheme was closed to new members in October 2017. It has been replaced by NEST, the government’s defined contribution workplace pension scheme.

Taxation

The Charity is exempt from UK taxation under section 505 of the Income and Corporation Taxes Act 1988.

Operating Leases

Rentals applicable to operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged against profits on a straight-line basis over the period of the lease.

THE THAMES VALLEY PARTNERSHIP**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021**Going Concern

The accounts are prepared on a going concern basis. The use of the going concern basis of accounting is appropriate because there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Significant judgement and estimates

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

2. DONATIONS & LEGACIES

	Undesignated Funds £	Designated Funds £	Restricted Funds £	Total 2020/21 £	Total 2019/20 £
<u>Income from Donations</u>					
Alchemy Foundation	-	-	-	-	500
Berkshire College of Agriculture	-	-	-	-	500
The Clewer Initiative	-	-	750	750	750
Doris Field Charitable Trust	-	-	-	-	1,000
High Sheriff Berks	-	-	-	-	-
P.F. Charitable Trust	-	-	-	-	2,000
Rotary Club of Princes Risborough	-	-	-	-	500
St Michaels & All Saints Oxford	-	-	-	-	5,000
Whiteleaf Golf Club	-	-	-	-	1,000
New Leaf Donations	-	-	2,501	2,501	3,346
Sponsored Walk	-	-	-	-	6,441
Other Donations	424	-	-	424	6,370
Miscellaneous	-	-	-	-	2,730

INCOME FROM CHARITABLE ACTIVITIES**Service Contracts**

Achieving for Children	-	-	3,250	3,250	750
Bracknell Forest Council	-	-	-	-	800
British Transport Police	-	-	1,440	1,440	-
Cambridgeshire Police	-	-	1,440	1,440	-
Dyfed Powys Police	-	-	11,520	11,520	-
Police Service of Northern Ireland	-	-	36,000	36,000	-
Essex Constabulary	-	-	120	120	-
South Yorkshire Police	-	-	480	480	-

THE THAMES VALLEY PARTNERSHIP
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

INCOME FROM CHARITABLE ACTIVITIES

Service Contracts (continued)

Response Organisation	-	-	1,092	1,092	-
OPCC Thames Valley	-	-	1,052,735	1,052,735	763,361
Oxfordshire County Council	-	-	9,783	9,783	29,292
Slough Childrens Service Trust	-	-	2,000	2,000	3,000
Thames Valley CRC	-	-	129,352	129,352	121,385
Thames Valley Police	-	-	-	-	180,528
West Berkshire Council	-	-	-	-	4,000
Unlocked Graduates	-	-	950	950	-

Grants

Beatrice Lang Charitable Trust	5,000	-	20,000	25,000	25,000
A B Charitable Trust	10,000	-	-	10,000	-
National Lottery	-	-	97,571	97,571	132,999
BP Collins via Heart of Bucks	1,225	-	-	1,225	-
Englefield Charitable Trust	-	-	-	-	3,000
Hobsons Trust	-	-	10,000	10,000	10,000
Home Office	16,458	-	190,980	207,438	91,631
London Community Foundation	-	-	-	-	13,666
Lloyds Bank Foundation	-	-	56,058	56,058	89,958
MK Community Foundation	-	-	-	-	5,000
OPCC (MOJ)	44,190	-	30,000	74,190	-
Rothschild Foundation	20,000	-	-	20,000	-
Thames Valley Police	26,000	-	-	26,000	27,000
The Vodafone Foundation	-	-	529,621	529,621	540,700

Total Contracts, Grants and Donations	123,297	-	2,187,643	2,310,940	2,072,207
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Gift Aid Rebate	54	-	2,175	2,229	2,935
JRS Claims	8,460	-	-	8,460	-
Consultancy	10,930	-	-	10,930	-

Deferred inc received 21/22	-	-	221,177	221,177	-
Income rec'd 20/21 deferred to 21/22	-	-	(49,772)	(49,772)	(221,177)
TOTAL - 2021	142,741	-	2,361,223	2,503,964	

TOTAL – 2020	46,622	-	1,807,343		1,853,965
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The charity benefits greatly from the enthusiastic support and involvement of its many volunteers and supporters. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

THE THAMES VALLEY PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

3. EXPENDITURE ON:

Community Safety Programmes: Restricted Expenditure

	2021			2020		
	Activities undertaken	Central costs	Total	Activities undertaken	Central costs	Total
	£	£	£	£	£	£
Family Matters	109,532	25,500	135,032	122,001	25,500	147,501
New Leaf	116,108	17,572	133,680	100,052	18,236	118,288
Restorative Justice	48,881	11,100	59,981	184,629	18,070	202,699
RP Training	16,903	7,633	24,536	27,043	5,506	32,549
Bright Sky	111,081	13,694	124,775	71,254	8,500	79,754
TecSOS project	461,314	48,190	509,504	512,608	40,700	553,308
VFSS	757,441	73,176	830,617	25,490	1,450	26,940
VFESS	188,621	32,000	220,621	205,339	30,584	235,923
Strategic Networking	40,612	4,959	45,571	2,176	2,000	4,176
Willow	(1,483)	-	(1,483)	314,290	49,000	363,290
BAME Outreach	15,617	2,900	18,517	-	-	-
Total	1,864,627	236,724	2,101,351	1,564,882	199,546	1,764,428

Other Expenditure

	2021	2020
	£	£
Central Staff Costs	209,570	162,089
Rent and Rates	17,418	17,111
Business Development	-	7,350
Other Central Costs	97,974	50,194
Total Other Expenditure	324,962	236,744
Total Expenditure	2,189,589	1,801,626

4. NET MOVEMENT IN FUNDS

This is stated after charging:

	2021	2020
	£	£
Operating lease rentals	18,343	18,375
Auditor's remuneration	6,500	6,200

5. STAFF COSTS & NUMBERS

	2021	2020
	£	£
Wages and Salaries	1,388,431	1,168,127
Social Security	129,515	111,473
Pension Costs	51,299	60,389
Total Staff Costs	<u>1,569,245</u>	<u>1,339,989</u>

The value of reimbursed Trustees expenses for the year was £Nil (2020: £Nil) No other expenses or emoluments were paid to the Trustees.

The total amount of employee benefits received by key management personnel is £111,104 (2020: £108,352).

Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021	2020
	Number	Number
£60,001 - £70,000	4	2
£70,001 - £80,000	<u>-</u>	<u>1</u>

The company made pension contributions on behalf of no staff members (2020: no members) included in the bandings above totalling £Nil (2020: £Nil).

Number of staff

	2021	2020
Management and administration	41	32

Pension Schemes

The pension charge for the Charity for the year was £51,299 (2020: £60,389).

The Oxfordshire Pension Fund

The Charity with other institutions participates in The Oxfordshire Pension Fund, a Local Government defined benefit occupational pension scheme administered by Oxfordshire County Council, which provides benefits based on final pensionable pay.

At 31st March 2021 there were 7 participating employees (2020: 8). The assets of the scheme are held separately from those of the Charity. Contributions to the scheme are charged to the Statement of Financial Activities to spread the cost of pensions over employees' working lives with the Charity. The contributions are determined by a qualified actuary based on triennial valuations using the projected unit method and the attained age method.

THE THAMES VALLEY PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

The most recent valuation was at 31st March 2019. The main actuarial assumptions were as follows:

1. Discount rates for Admitted Bodies (including The Thames Valley Partnership) are 1.5% per annum. The valuation made no distinction between pre and post retirement discount rates.
2. Salary increases – in line with the CPI assumptions to 31 March 2019 followed by CPI plus 1.5% thereafter – 2.3% per annum.
3. Rate of increases to pensions and deferred pensions – 2.3% per annum
4. Rate of consumer price inflation (CPI) 2.3% per annum.

The valuation at 31st March 2019 showed that the funding ratio of the scheme had improved since the previous valuation with the fund's assets being enough to cover 99% of the liabilities (2016: 90%).

The contribution rates of the Charity decreased with effect from 1 April 2019, in accordance with recommendations from the actuary. The current rates for the Charity and the employees are as follows:

1. Charity (as Employer): 16.3% of pensionable pay.
2. Employees: The rates of contribution for participating employees range from 5.8% to 6.8% of pensionable pay, the rate for each individual employee determined by the level of their annual full-time equivalent salary.

The next triennial actuarial valuation of the scheme is due as at 31st March 2022. Further information on the Oxfordshire Pension Fund can be found on the website of Oxfordshire County Council at www.oxfordshire.gov.uk/pensions.

Contingent Liability

At 31st March 2021 The Thames Valley Partnership had 7 employees remaining within the Oxfordshire Pension Fund (LGPS), a defined benefit occupational pension scheme. A review has identified a contingent liability at the point at which the final remaining employee were to leave the scheme. Upon termination, the LGPS will instruct the Scheme Actuary to carry out a Cessation Valuation to determine the pension liabilities of current and former employees at the termination date. Where there is a deficit, payment of this amount in full would normally be sought from Thames Valley Partnership as the Employer. Alternatively, the Scheme Administrators can agree to allow Thames Valley Partnership to continue to make contributions under a deferred debt arrangement.

The Trustees sought the advice of the LGPS, and the Scheme Actuary has provided an estimated updated funding position of Thames Valley Partnership as the Employer on the LGPS's ongoing funding basis using a roll forward method as at 31 March 2021. Thames Valley Partnership is a member of the Small Admitted Bodies Pool ("the Pool") within the LGPS. The roll forward funding position shows that as at 31 March 2021 the Pool's funding position and Thames Valley Partnership's share of the Pool's funding position were both estimated to be in surplus.

Given that Thames Valley Partnership's share of the Pool's funding position was estimated to be in surplus as at 31 March 2021 and that there is no immediate likelihood of all remaining employees leaving the Fund, no provision has been made in the accounts.

THE THAMES VALLEY PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

NEST

The Board of Trustees agreed in June 2017 to close the Oxfordshire Pension Fund scheme to new members because the level of employer contributions was no longer affordable. A new scheme was required to fulfil auto-enrolment obligations and the Board agreed in October 2017 to offer new staff the government approved NEST scheme. Employer contributions are currently 4%. At 31st March 2021 there were 30 participating employees (2020: 23).

6. TANGIBLE FIXED ASSETS

	Equipment £	Total £
Cost		
At 1 April 2020	-	-
Additions	4,766	4,766
At 31 March 2021	<u>4,766</u>	<u>4,766</u>
Depreciation		
At 1 April 2020	-	-
Provided in the year	695	695
At 31 March 2021	<u>695</u>	<u>695</u>
Net book value		
At 31 March 2021	<u>4,071</u>	<u>4,071</u>
At 31 March 2020	<u>-</u>	<u>-</u>

The net book values above represent the historical cost less depreciation for the assets, which are purchased from Unrestricted Funds.

7. FIXED ASSET INVESTMENTS

The company's investments at the Balance Sheet date comprises of the following investment:-

Justice Links Limited

Company Number:	09836627
Registered in:	England & Wales
Class of shares:	Ordinary
Shareholding:	100%
Net assets:	£1
Net profit:	£0

In the year ended 31 March 2021 Justice Links Limited had a turnover of £nil (2020: £nil), made a profit of £nil (2020: £nil) and had net assets of £1 (2020: £1). Justice Links Limited operated to administer the sales invoices associated with the delivery of Restorative Justice and New Leaf services to the Thames Valley Community Rehabilitation Company, however the company ceased trading activities during the year ended 31 March 2019 and became dormant as at that date.

8. DEBTORS

	2021	2020
	£	£
Trade debtors	88,438	67,312
Prepayments and accrued income	52,769	10,800
	<u>141,207</u>	<u>78,112</u>

Included within trade debtors is £58,812 (2020: £67,312) relating to the restricted fund and prepayments and accrued income of £52,769 (2020: £10,800) relates to the restricted fund.

9. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	293,675	15,343
Owed to group undertakings	1	1
Social security and other taxes	40,325	28,697
Accruals and deferred income	107,237	268,233
VAT	15,236	8,386
Other creditors	7,792	7,319
	<u>464,266</u>	<u>327,979</u>

Included within trade creditors is £287,211 (2020: £10,929) relating to the restricted fund and accruals and deferred income of £89,459 (2020: £255,156) relate to the restricted fund.

10. DEFERRED INCOME

Included in accruals and deferred income note 9 is deferred income, all relating to the restricted fund, as follows:-

	£
Balance as at 1 April 2020	221,177
Amount released to incoming resources	(221,177)
Amount deferred in year	49,772
	<u>49,772</u>

Deferred income represents monies received that do not meet the criteria for recognition as income in the statement of financial activities because entitlement to the income does not exist at the Balance Sheet date. Deferred income is not recognised until entitlement of the income is absolute. Instead deferred income is disclosed as a liability in the Balance Sheet.

THE THAMES VALLEY PARTNERSHIP
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
11. UNDESIGNATED FUNDS

	Balance	Movement in Reserves			Balance
	1 Apr 2020	Incoming	Outgoing	Transfers	31 Mar 2021
	£	£	£	£	£
Undesignated Funds	71,738	143,980	(88,238)	(8,460)	119,020

Undesignated Funds represent the operating activities of the Charity and include contributions towards administration costs.

Previous Year

	Balance	Movement in Reserves			Balance
	1 Apr 2019	Incoming	Outgoing	Transfers	31 Mar 2020
	£	£	£	£	£
Undesignated Funds	60,634	48,302	(37,198)	-	71,738

Undesignated Funds represent the operating activities of the Charity and include contributions towards administration costs.

12. DESIGNATED FUNDS

	Balance Re-stated	Movement in Reserves			Balance
	1 Apr 2020	Incoming	Outgoing	Transfers	31 Mar 2021
	£	£	£	£	£
Designated Funds	90,000	-	-	-	90,000

Designated Funds represent contingency reserves available in the event the charity is wound up of £90,000 (2020: £90,000).

Previous Year

	Balance Re-stated	Movement in Reserves			Balance
	1 Apr 2019	Incoming	Outgoing	Transfers	31 Mar 2020
	£	£	£	£	£
Designated Funds	90,000	-	-	-	90,000

Designated Funds represent contingency reserves available in the event the charity is wound up of £90,000 (2019: £90,000).

THE THAMES VALLEY PARTNERSHIP
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
13. RESTRICTED FUNDS

	Balance 1 Apr 2020 £	Movement in Reserves			Balance 31 Mar 2021 £
		Incoming £	Outgoing £	Transfers £	
Restricted Funds					
TecSOS	44,290	566,633	(509,504)	-	101,419
Family Matters	5,398	160,112	(135,032)	8,460	38,938
BAME Outreach	-	30,000	(18,517)	-	11,483
Bright Sky	51,759	156,288	(124,775)	-	83,272
New Leaf	(14,055)	95,825	(71,422)	-	10,348
New Leaf YP	-	143,636	(62,258)	-	81,378
Restorative Justice – Prisons	3,446	1,251	(7,981)	8,318	5,034
Restorative Justice	22,396	50,004	(52,000)	(8,000)	12,400
Restorative Justice – HMP Bullingdon	318	-	-	(318)	-
RP Training	4,493	45,983	(24,536)	-	25,940
Strategic Networking	60,782	43,758	(45,571)	-	58,969
Willow	11,254	-	1,483	(12,737)	-
VFSS	(12,955)	844,987	(830,617)	12,737	14,152
VFESS	(2,383)	222,746	(220,621)	-	(258)
	<u>174,743</u>	<u>2,361,223</u>	<u>(2,101,351)</u>	<u>8,460</u>	<u>443,075</u>

THE THAMES VALLEY PARTNERSHIP
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021
13. RESTRICTED FUNDS (cont)

Previous Year

	Balance 1 Apr 2019 £	Movement in Reserves			Balance 31 Mar 2020 £
		Incoming £	Outgoing £	Transfers £	
Restricted Funds					
TecSOS	96,781	528,330	(553,308)	(27,513)	44,290
Family Matters	22,441	130,458	(147,501)	-	5,398
Building Bridges	17,739	-	-	(17,739)	-
Bright Sky	-	104,000	(79,754)	27,513	51,759
New Leaf	(33,774)	131,116	(111,397)	-	(14,055)
New Leaf YP	-	6,891	(6,891)	-	-
Restorative Justice – Prisons	4,844	5,000	(6,398)	-	3,446
Restorative Justice	17,661	180,016	(193,020)	17,739	22,396
Restorative Justice – HMP Bullingdon	3,599	-	(3,281)	-	318
RP Training	-	37,042	(32,549)	-	4,493
Strategic Networking	-	64,958	(4,176)	-	60,782
Willow	(2,939)	377,483	(363,290)	-	11,254
VFSS	-	13,985	(26,940)	-	(12,955)
VFESS	5,476	228,064	(235,923)	-	(2,383)
	<u>131,828</u>	<u>1,807,343</u>	<u>(1,764,428)</u>	<u>-</u>	<u>174,743</u>

THE THAMES VALLEY PARTNERSHIP

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

14. ANALYSIS OF ASSETS BETWEEN FUNDS

	Undesignated Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Fixed Assets	4,071	-	-	4,071
Investments	1	-	-	1
Debtors	29,626	-	111,581	141,207
Cash at bank	179,352	90,000	708,163	977,515
Creditors	(87,597)	-	(376,669)	(464,266)
Provision for liabilities and charges	(6,433)	-	-	(6,433)
	<u>119,020</u>	<u>90,000</u>	<u>443,075</u>	<u>652,095</u>

Previous Year

	Undesignated Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Fixed Assets	1	-	-	1
Debtors	-	-	78,112	78,112
Cash at bank	169,415	90,000	362,716	622,131
Creditors	(97,678)	-	(266,085)	(363,763)
	<u>71,738</u>	<u>90,000</u>	<u>174,743</u>	<u>336,481</u>

THE THAMES VALLEY PARTNERSHIP**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021****15. ANALYSIS OF CHANGES IN NET DEBT**

	Balance at beginning of year £	Cash Flow £	Other changes £	Balance at end of year £
Cash at bank and in hand	622,131	355,384	-	977,515
Total cash and cash equivalents	622,131	355,384	-	977,515
Loans	-	-	-	-
Total net debts	622,131	355,384	-	977,515

Previous Year

	Balance at beginning of year £	Cash Flow £	Other changes £	Balance at end of year £
Cash at bank and in hand	457,659	164,472	-	622,131
Total cash and cash equivalents	457,659	164,472	-	622,131
Loans	-	-	-	-
Total net debts	457,659	164,472	-	622,131

16. COMMITMENTS UNDER OPERATING LEASES

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Land and buildings – Expiring in less than 1 year	9,259	9,258
Office equipment – Expiring in less than 1 year	876	661
Office equipment – Expiring between 1-5 years	2,409	-

17. RELATED PARTY DISCLOSURES

During the year the trustees donated £Nil (2020: £1,600) to the Charity.

Mr Christopher Tyrer, who was a Trustee of the Charity until August 2020, was also involved with both the Whiteleaf Golf Club and the Rotary Club of Princes Risborough, organisations that have granted £nil (2020 £1,000) and £Nil (2020: £500) respectively to the Charity during the year.

18. SHARE CAPITAL

The charitable company is limited by guarantee and has no share capital.

In accordance with the Memorandum and Articles of the charitable parent company, the liability of members is limited to £10 each in the event of the winding up of the charitable parent company. At 31 March 2021 there were 8 members (2020: 7).

19. CONTROLLING PARTY

The Charity does not have an overall controlling party.

COMPANY REGISTRATION NO: 02881664

CHARITY NO: 1031545

**Registered Office: The Coach House, Manor Farm Courtyard, Aston Sandford, Aylesbury,
Buckinghamshire, HP17 8JB**