

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)

England & Wales · Charity number 1069129

Details

Other names	SURVIVE (SURVIVORS OF CHILD SEXUAL ABUSE IN NORTH YORKSHIRE), SURVIVE (SURVIVORS OF SEXUAL ABUSE IN NORTH YORKSHIRE), SURVIVE (WOMEN SURVIVORS OF CHILD SEXUAL ABUSE IN NORTH YORKSHIRE), SURVIVE
Status	Registered
Legal form	Charitable company
Company number	03455000
Registered	1998-04-15
Register	View on the Charity Commission register

Contact

Address	Survive 2nd Floor 25 Micklegate York YO1 6JH
Phone	01904638813
Email	survive@survive-northyorks.org.uk
Website	www.survive-northyorks.org.uk

Activities

Objects: The objects of the company (charity) shall be to relieve the needs of individuals affected by sexual and domestic violence by: : 1. providing support to alleviate the trauma and distress caused by sexual violence including rape, sexual assault, child sexual abuse and any other form of sexual violence (wherever it occurs) including that which occurs within domestic violence and to alleviate the trauma and distress caused by domestic violence; 2. offering a comprehensive range of therapeutic support, help, assistance and interventions to survivors and their families, in order to help them to rebuild their lives after the trauma and distress caused by sexual violence; 3. advocating for those who have experienced sexual violence (in whatever form, and wherever it may have occurred) ; 4. educating and raising awareness about the issues surrounding sexual violence and its impact on individuals to reduce and eradicate all forms of sexual violence, 5. or through any other mechanism(s) agreed by the trustees in accordance with the charity's objects.

Activities: We provide support and information to adult survivors of rape, sexual assault and childhood sexual abuse in York and North Yorkshire.

Classification

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

Geography

- City Of York
- East Riding Of Yorkshire
- North Yorkshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£545,521	£593,525	£342,176	15
2024-03-31	£631,419	£505,698	£390,180	14
2023-03-31	£472,719	£411,515	-	-
2022-03-31	£414,326	£374,655	-	-
2021-03-31	£393,526	£309,716	-	-

Trustees

Name	Role	Appointed
Laura Jayne Sowerby	Chair	2024-07-17
Evelyn Suzanne Hodgson		2021-05-19
Kirsty Louise Dodd		2024-09-18

Accounts

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488



**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025
FOR
SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)**

HPH
Chartered Accountants
54 Bootham
YORK
YO30 7XZ



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SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)

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Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS

REGISTERED NAME

SURVIVE (Support for survivors of rape and sexual abuse)

REGISTERED OFFICE

2nd Floor
25 Micklegate
York
YO1 6JH

TRUSTEE / DIRECTORS IN 2024-25

Kirsty Dodd		Appointed 18 September 2024
Evelyn Hodgson		
Sally King		
Ann Morgan	Chair	Resigned 21 May 2025
Lionel Myers	Treasurer	
Joy Onyinyechi Ekpeh		Resigned 7 August 2024
Laura Sowerby		Appointed 17 July 2024
Laura Thomas		Resigned 22 August 2024
David Raine		

TRUSTEE / DIRECTORS at the date the report was approved

Kirsty Dodd	Vice Chair	
Beatriz Fuentes		Appointed 21 May 2025
Evelyn Hodgson		
Sally King		
Lionel Myers	Treasurer	
Laura Sowerby	Chair	
David Raine		
Lisa Winward		Appointed 21 May 2025

COMPANY SECRETARY Margaret (Mags) Godderidge

CEO: Margaret (Mags) Godderidge

INDEPENDENT EXAMINER Adrian Rodaway
HPH, Chartered Accountants, 54 Bootham, YORK, YO30 7XZ

MAJOR FUNDERS Ministry of Justice (MoJ)
York and North Yorkshire Office for Policing, Fire, Crime and
Commissioning (OPFCC)
The National Lottery (TNL)
Lloyds Bank Foundation (LBF)
Sara Charlton Foundation (SCF)
The Purey Cust Trust (PCT)
The Dashlight Foundation

BANKERS CAF Bank, 25 Kings Hill Avenue, West Malling, ME19 4TA
Redwood Bank, 101 The Nexus Building, Letchworth, SG6 3TA
Hampshire Trust Bank, 80 Fenchurch Street, London, EC3M 4BY

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Trustees' Annual Report

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31 March 2025. The financial statements comply with the Companies Act 2006 and Accounting and Reporting by Charities, Statement of Recommended Practice (SORP 2019) applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

FOREWORD – by the *Survive* CEO Mags Godderidge

This has been an incredibly tough year - demand for our specialist services and trauma-specific interventions remained high and our costs increased due to external pressures such as inflation and a third consecutive rise to National Living Wage which added another £15,000 to our salaries budget. We also prepared ourselves for the financial impact from National Insurance rise from 1 April 2025. Furthermore, many large trust funds that have traditionally supported *Survive* or specialise in trauma closed, changed criteria or gave less including The National Lottery and Henry Smith. We also became ineligible for Lloyds Bank Foundation and many other trust funds because our annual income now exceeds more than £500,000. The impact has been significant and like many other specialist sexual violence agencies, we are around £200,000 behind where we would like to be in terms of confirmed income for 2025-26. Despite this backdrop, we achieved a great deal (detailed in this report) thanks to the hard work, dedication and commitment of our team of 14.5 full-time equivalent staff, one volunteer and board of trustees.

In the last 12 months, we delivered more one-to-one hours of support than ever before.

Survive had:

- 18,630 contacts with 1914 unique individuals (up from 15,163 with 1660 unique individuals in 23-24);
- conducted 802 initial assessments (up from 675 in 23-24);
- delivered 5375 hours of support work, counselling, trauma therapy and Eye Movement Desensitisation and Reprocessing (EMDR) (up from 4421 and 23-24).

I am so grateful to the team for their patience, support and flexibility in embracing new ways of working to help us see more survivors with less resources. Throughout this period of change, the team have continued to show compassion and kindness to survivors and give them hope for a future better than the past. The work at *Survive* is not easy and the teams' resolve and resilience must be acknowledged and applauded.

For the last three years, we have received an average of 940 new referrals a year. This 'new norm' is putting immense pressure on charities like *Survive*, with demand being driven, but not necessarily funded by, local, regional and national Violence Against Women and Girls (VAWG) strategies. The York and North Yorkshire Office for Police, Fire, Crime and Commissioning (OPFCC) accounted for 41% of new referrals (down from 52% last year) and less than a third of our income, meaning more new referrals are unfunded and less of our work with survivors of sexual violence and abuse is being funded locally by the Metro Mayor. Indeed, towards the end of the reporting period, we started initiating plans to close our waiting list to unfunded referrals. Like so many other sexual violence agencies across the country - we simply cannot keep pace with demand for our specialist services and trauma-specific interventions.

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Trustees' Annual Report (cont).

The NHS accounted for 38% of new referrals, (up from 23% last year), yet only 4% of our income. It is worth noting that nearly all (97%) of the 275 new referrals who declared a disability stated 'mental illness'. The overlap between sexual trauma and mental ill health continues to be overlooked outside of specialist sexual violence agencies, like *Survive*. We must continue to highlight this overlap and the significant positive and clinical difference we make to survivors' mental health through our specialist services and trauma-specific interventions to help the NHS, local authorities and commissioners recognise sexual trauma as the public health issue that it is.

Most of the survivors we work with have never reported what happened to them to the Police and the vast majority (60%) of new referrals continue to be adult survivors of child sexual abuse *or* adult survivors of child sexual abuse *and* sexual violence in adulthood. We know that child sexual abuse is associated with poorer outcomes in terms of later physical and mental health as well as socio-economic disadvantage. We also know from experience that these survivors are more likely to have complex PTSD and require more help for longer e.g. support work followed by counselling and trauma therapy and EMDR psychotherapy. EMDR psychotherapy continues to be the NICE-approved technique for the treatment of PTSD, and we were fortunate to expand our EMDR psychotherapist team from three to five during the reporting period.

We continued to demonstrate courageous advocacy and were delighted when the government agreed to adopt the 20 recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) following pressure from the national campaign group Act on IICSA (*ick-sa*), of which *Survive* is a core member. We also continued to challenge both the police and prosecutors requesting access to client counselling records. Our position remains that it is intrusive, re-traumatising and in most cases unnecessary and disproportionate. We are unwavering in our stand with survivors to keep information, which is almost certainly special category data, private and we continue to robustly rebuff any such requests.

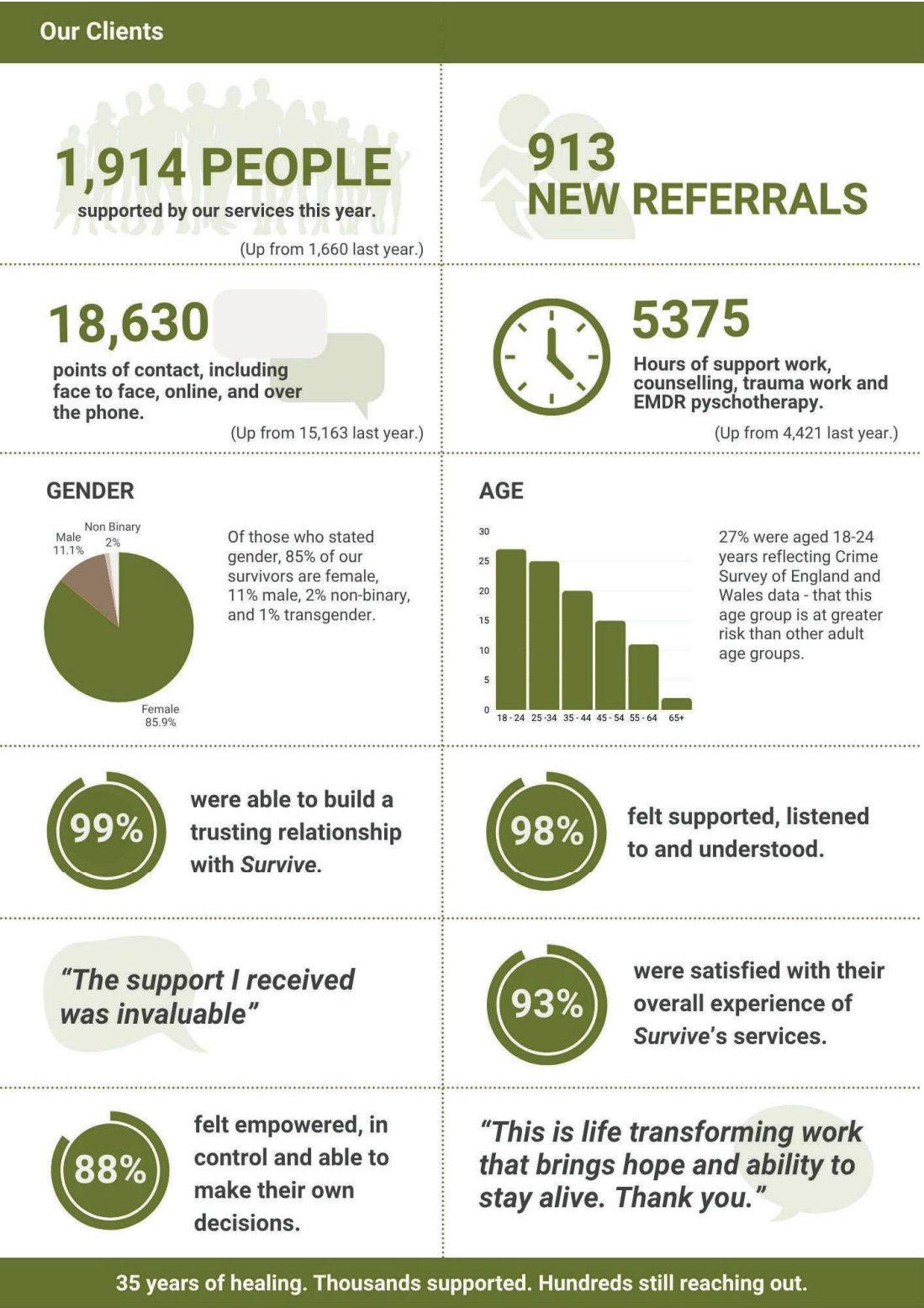
While we received most of our funds from the Ministry of Justice (MoJ) Rape And Sexual Abuse Services Fund (RASASF) and from the OPFCC Victims of Crime contract, we still had to raise £196,200 ourselves to keep services running. We were pleased to hear the Safeguarding Minister, Jess Phillips MP, announce a doubling of funds for specialist survivor services and await further information on timings. In the interim, however, we will continue to further streamline services, create efficiencies and ensure every available hour counts e.g. better use of IT and systems, reduce admin burden on counsellors, reduce Do Not Attends, work with third parties to create more funded pathways for survivors.

Survivors accessing our services and interventions remain central to what we do each day. I am humbled by the trust they place in *Survive* to help them cope and recover. I remain as committed today as when I first joined *Survive* in 2020 to do whatever it takes to ensure survivors can access whatever services and interventions they need to help them heal, rebuild and thrive.

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Trustees' Annual Report (cont).

Overview of our achievements in 2024-5



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Trustees' Annual Report (cont).

OUR OBJECTIVES

Taken from the *Survive Memorandum of Association* as updated and approved at the Annual General Meeting held in October 2021:

The objects of the company (charity) shall be to relieve the needs of individuals affected by sexual and domestic violence by:

1. Providing support to alleviate the trauma and distress caused by sexual violence including rape, sexual assault, child sexual abuse and any other form of sexual violence (wherever it occurs) including that which occurs within domestic violence and to alleviate the trauma and distress caused by domestic violence;
2. Offering a comprehensive range of therapeutic support, help, assistance and interventions to survivors and their families, in order to help them to rebuild their lives after the trauma and distress caused by sexual violence;
3. Advocating for those who have experienced sexual violence (in whatever form, and wherever it may have occurred);
4. Educating and raising awareness about the issues surrounding sexual violence and its impact on individuals to reduce and eradicate all forms of sexual violence or through any other mechanism(s) agreed by the trustees in accordance with the charity's objectives.

OUR VISION, MISSION & VALUES

Our vision

Survive wants a world without sexual violence and abuse. Until then, we will provide safe spaces and kind, caring and compassionate services that help adult survivors heal, rebuild and thrive.

Our mission

Survive delivers specialist services and trauma-specific interventions that help adult survivors of rape, sexual assault and child sexual abuse heal, rebuild and thrive.

Our values

These describe the fundamental principles driving us to our desired outcomes for our clients, our people, our stakeholders and our organisation.

Trustworthy	We will be open, honest, transparent and respectful in the way we work, enabling us to build trusting relationships.
Inclusive	We will work towards equity by creating inclusive and accessible spaces, services and practices for all.
Hope	We will offer hope of long-lasting change and the potential for everyone to thrive.
Personal growth	We will help people develop skills and strategies that build resilience, empowerment, and self-worth.
Courageous Advocacy	We will champion survivors, challenge myths, and create a more compassionate society for survivors.

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Trustees' Annual Report (cont).

OUR STRATEGY

During the reporting period, our team reviewed, refreshed and revised our vision, mission, values and strategy at a one-day workshop led by a Cranfield Trust consultant – funded by the MoJ. We identified four areas of focus to deliver our strategy: our Clients; our People; our Stakeholders (partners, funders, communities); and our Organisation. The *Survive* Strategy is regularly reviewed by the CEO and the Board of Trustees.

OUR CLIENTS

We want to help adult survivors have timely access to *Survive*'s specialist services and trauma-specific interventions to help them heal, rebuild and thrive. Our strategy considers:

- what services we deliver;
- where we deliver services;
- support and resources before, during and after *Survive*;
- working with trusted partners to enhance survivor outcomes;
- opportunities for survivors to get involved with *Survive*.

OUR PEOPLE

We want to make *Survive* a great place to work or volunteer. Our strategy considers:

- support and supervision for staff and volunteers;
- training and personal development opportunities;
- inclusive practices;
- benefits – including affordable and innovative incentives and initiatives;
- internal communications;
- our people as ambassadors.

OUR STAKEHOLDERS

We want our partners, funders and communities to better understand sexual trauma and the difference *Survive* makes to survivors. Our strategy considers:

- networks and partnerships;
- evidence of impact;
- education and training;
- community engagement;
- influencing societal change.

OUR ORGANISATION

We want *Survive* to have a sustainable future with sufficient resources to meet current and future demand. Our strategy considers:

- capacity;
- income;
- IT requirements;
- external communications;
- memberships, accreditations and accolades.

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OUR PERFORMANCE IN 2024-25

OUR CLIENTS

What services we delivered

We continued to see high demand for our specialist services and trauma-specific interventions and delivered more support to more survivors than ever before. In 2024-25, we had 1,914 survivors completing, accessing or waiting for a service. *Survive* received 913 new referrals, conducted 802 initial assessments and delivered 5375 hours of support work, counselling, trauma therapy and EMDR psychotherapy. We also increased our number of EMDR psychotherapists to five. We were able to work with more survivors than ever before because of our continued commitment to the streamlining of processes and systems e.g. reducing admin burden on counsellors by investing in more administrator hours.

Survive continued to deliver counselling to survivors of sexual and/or domestic abuse in York and North Yorkshire (excluding Scarborough and Ryedale) under the OPFCC-funded Victims of Crime contract. We continued to sub-contract other Victims of Crimes with enhanced entitlements to Community Counselling Limited. The OPFCC Victims of Crime contract accounted for less than half (41%) of new referrals (down from 52% in 2023-24) and less than a third (32%) of our income. This means there was a significant increase in unfunded referrals into *Survive* and that more of our counselling work was unfunded.

The NHS accounted for 38% of new referrals (up from 23% in 2023-24) largely driven by mental health services. Whilst we continued to receive a grant for a patient-survivor pilot from the NHS Integrated Care System (ICS) Community Mental Health Transformation Fund (CMHTF), it accounted for just 4% of our income. It is worth noting that of the 247 new referrals who declared a disability, nearly all (97%) stated 'mental illness'. The vast majority (60%) of new referrals were adult survivors of child sexual abuse *or* adult survivors of child sexual abuse *and* sexual violence in adulthood. These factors combined will likely mean many survivors will need more support for longer because of what happened to them and will be more likely to present with PTSD and complex PTSD symptoms.

After a significant internal restructure, we were able to create parity of access to counselling between those referred via the OPFCC-funded route and those who came to *Survive* direct – in line with the Victims Code which states that victims of crime have the right to access support services at any time and to contact local support services directly.

We continued to facilitate offsite specialist support via an OPFCC-funded Stop So registered therapist for survivors of sexual violence who have also perpetrated or been accused of perpetrating sexual offences.

Where we delivered our services

We continued to deliver services face-to-face in York, Selby, Northallerton, Catterick and Harrogate or via telephone or online – based on client choice and suitability. During the reporting period, all initial assessments were delivered remotely. Support work was predominantly delivered remotely (client choice) and counselling was about 50/50 face-to-face versus remote. We also continued to support survivors in the East Riding of Yorkshire and established a footprint in Pocklington for face-to-face counselling. It is worth noting that of the 247 new referrals who declared a disability, 91 (37%) stated 'physical'. This means we will spend more funds on hiring off-site, accessible venues in York in the coming year to meet the needs of disabled survivors.

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Support and resources before, during and after *Survive*

We continued to deliver a support worker-led Helpline from 10 am to 12 noon Monday to Thursday. The helpline offers *ad hoc* emotional support before, during or after scheduled appointments or between blocks of therapy. The support workers also make outbound welfare calls to current clients and outbound 'check in' calls every quarter to those on the waiting list. In the reporting period, we received 104 inbound calls and made 88 outbound calls (more than double the 78 calls handled in 2023-24).

We helped 9 survivors make informed decisions through our Choices service about their options including reporting, not reporting, supplying anonymous intelligence or engaging with Restorative Justice. We also helped survivors make informed decisions about whether to disclose some, none or all of their counselling records to the Police and prosecutors.

Work with trusted partners to enhance survivor outcomes

We continued our conversations with partner agencies where there is potential to enhance survivor outcomes by working together e.g. York In Recovery, Probation. We were unable to capitalise on any new initiatives due to a lack of funding for strategic partnership working.

Opportunities for survivors to get involved with *Survive*.

We continued to encourage survivors to get involved through fundraising activities and local and national research projects and consultations. During the reporting period, we also asked survivors to write to their local MP and ask them to put pressure on the government to Act on IICSA (*ick-sa*) and adopt all 20 recommendations from the Independent Inquiry into Child Sexual Abuse.

We continued to solicit quantitative and qualitative feedback including case studies from those who exited our services. During the reporting period, of the 504 survivors who exited on completion of work with *Survive* (excluding the 384 who disengaged after initial assessment/receiving some support), 143 completed a feedback survey.

OUR PEOPLE

Support and supervision for staff and volunteers

We continued to deliver regular 1-1s, continued to pay for clinical supervision and established a new peer-support group for all staff and volunteers enabling them connect with each other, feel emotionally supported and share learning. Of the staff who responded to our annual wellbeing survey:

- 100% were clear about what was expected of them in their roles;
- 100% felt they could ask their manager to help them with any work problem;
- 100% said they received help and support from colleagues;
- 93.7% agreed that *Survive* promotes a happy, secure and stimulating environment where health and wellbeing are prioritised.

Training and personal development opportunities

We continued to invest in the professional and personal development of our people – ensuring they had the skills, knowledge and tools to work confidently and competently with

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survivors. We facilitated training with a representative from Karma Nirvana on Forced Marriage and Honour Based Violence and delivered a session on guided imagery and hypnosis. We conducted annual Personal Development Reviews, delivered two face-to-face training days, secured funds for individual personal training budgets for all staff, funded ACAS and mental health training for line managers, and invested in another EMDR therapist. Where possible, we continued to promote people internally.

Of the staff who responded to our annual wellbeing survey:

- 100% agreed that they had received appropriate training for their role;
- 93.8% agreed that *Survive* provides everyone with the opportunity to progress and develop.

Inclusive practices

Survive continued to offer flexible working and other initiatives which contribute to being an inclusive employer and achieved Level 2 Disability Confident Committed status. We continued to offer an interview at the sifting stage to applicants with a disability who met all other role criteria. We also continued to share values-based questions with candidates ahead of their interview. During the reporting period, with the help of a Lloyds Bank Foundation consultant, we reviewed and updated all our HR policies. Of the staff who responded to our annual wellbeing survey:

- 100% agreed that *Survive* provides a safe and inclusive working environment where they felt able to express their full self and where all of their identities (race, sexuality, gender, disability) were respected and understood;
- 100% agreed they could discuss their physical health with their manager;
- 93.7% agreed they could discuss their mental health and wellbeing with their manager;
- 100% knew how to access mental health and wellbeing support.

Benefits

We continued to introduce and deliver initiatives to help make *Survive* a great place to work. We benchmarked all salaries, we continued to be a Real Living Wage employer, continued to fund a health and wellbeing package for staff, subsidised regular team building activities and contributed 5% to staff pensions. We continued to offer flexible working patterns including hybrid working to help contribute to a better work/life balance. We also introduced an extra day's leave after three and five years of service. We lost some staff due to cost-of-living pressures and the need to move to higher paid work; turnover for the period was 13.79% (slightly less than the sector average of 15%) and retention of staff over 1 year plus was 88.88%

Of the staff who responded to our annual wellbeing survey:

- 100% agreed they were able to work flexibly when required;
- 100% agreed they were not pressured to work long hours;
- 93.8% agreed they were able to take sufficient breaks;
- 93.8% agreed *Survive* is a great place to work/volunteer.

Internal communications

We achieved over 85% satisfaction in most areas of our annual wellbeing survey and, during the reporting period, proactively took action to improve communications with the team in direct response to survey results. An external consultant facilitated a strategy day with the whole team – enabling them to generate our new vision, mission and values and to

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contribute to our new strategy. We rebranded and relaunched Team Talk – our internal monthly newsletter – and launched a new 'spotlight' feature to help us feel more connected and help us to get to know each other and better understand our respective roles and contributions to survivor outcomes. We also responded to team feedback by establishing a staff room within the York office and significantly improved the internet connection by installing superfast broadband.

Our people as ambassadors

We encouraged our people to get involved with *Survive* at fundraising events e.g. York Rotary Dragon Boat and Lord Mayor events. We also supported and helped the team show courageous advocacy by writing to their respective MPs to put pressure on the government to Act on IICSA (*ick-sa*) and adopt all 20 recommendations from the Independent Inquiry into Child Sexual Abuse.

OUR STAKEHOLDERS

Networks and partnerships

Survive worked hard to ensure the survivor voice was heard in the shaping of local strategies and services by contributing to the OPFCC Sexual Violence Steering Group, VAWG Professionals working group and VAWG strategic board and the York CVS Steering Group. *Survive* continued to regularly engage with NHS Tees Esk Wear Valley (TEWV) mental health team – sharing knowledge, learning and a vision of a whole system approach to trauma-informed care in York and North Yorkshire. *Survive* also contributed to The Survivors' Trust (TST)-led meetings and workshops including the national Act On IICSA (*ick-sa*) campaign which successfully saw the government commit to the implementation in full of the 20 recommendations from the Independent Inquiry into Child Sexual Abuse (IICSA) including the establishment of a Child Protection Agency to protect future generations of children from sexual harm. *Survive* was one of 11 specialist counselling charities to contribute to British Association of Counselling and Psychotherapy (BACP) research entitled Bridging the Gap which focused on the impact of unfunded referrals of patients from the NHS to counselling charities.

Evidence of impact

We continued to use reliable and valid psychological assessment tools e.g. CORE10, IES-R trauma scale, to evidence significant reduction in scores and clinically important differences after *Survive* services or interventions.

We continued to solicit quantitative and qualitative feedback from survivors. Of 143 survivors who completed a feedback survey:

- 88% felt empowered, in control, able to make informed decisions;
- 87% better able to cope with everyday life;
- 87% better able to understand their thoughts and behaviours;
- 85% better cope with their feelings and emotions;
- 78% better able to care for themselves;
- 77% more optimistic for the future;
- 77% felt less shame, self-blame and guilt;
- 76% able to use strategies to self-soothe and ground themselves when faced with triggers.

Additionally,

- 99% were able to build a trusting, working relationship with support worker, counsellor, therapist;
- 98% felt supported, listened to, and understood;

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- 96% said their support worker, counsellor, therapist had the correct skills to work with their needs;
- 93% were satisfied with overall experience of accessing *Survive*'s services.

We secured more case studies and quotes from survivors about how our services had helped them cope and recover, heal, rebuild and thrive. Our client journey working group regularly reviewed feedback surveys and, where necessary, took action to further improve our services.

Results from the NHS-funded pilot for patient-survivors who have or are at risk of developing Serious Mental Illness (SMI) continued to show clinically important differences before and after *Survive* counselling and a significant number of survivors stopping or reducing their use of NHS Mental Health services after *Survive* counselling.

We published an annual Impact Report to help our stakeholders understand 'what works' with a survivor population and the difference *Survive* services and interventions make to survivors as well as the wider community e.g. NHS, universities, local authorities etc.

Education and training

We continued to deliver *ad hoc* training and presentations to those in our community keen to better understand trauma, sexual trauma and how to reduce the risk of re-traumatisation and we continued to show courageous advocacy by challenging myths and presenting facts and statistics in our external communications e.g. on website, in press releases, via social media.

Community engagement

We continued to promote fundraising events and activities and relevant research, surveys, consultations and campaigns via our website, social media and eNewsletter.

For the first time ever we secured a Dragon Boat in York Rotary's annual event, raising £5,763.71 and were one of the chosen charities for the Lord Mayor of York. *Survive* was once again the chosen charity partner for the all-female brass band Femmes Fortissimo as part of the programme for International Women's Week in York.

During the reporting period, we sent our eNewsletter to 467 subscribers and achieved an average opening rate of 42.5% and 36.2% unique opening – which, according to Mailchimp and MailerLite's aggregated data, is a high email open rate, with the average being 29.49% across all industries. Traffic to our website and our social media reach and engagement increased:

- website users up by 22.8% to 23,000 in 12 months to May 2025 with new users up by 25.5%;
- Facebook reach up by 355.9% and interactions up by 224.5%;
- Instagram reach up by 702.1% and interactions up by 100%.

Thanks to our Fundraising and Marketing Communications Coordinator, we were able to deliver more activities during Sexual Violence Awareness Week including messages from the Deputy Mayor, the High Sherrif of North Yorkshire, the Sherrif of York and the Pro-Vice Chancellor for Enterprise, Partnerships and Engagement at the University of York. We also secured an exclusive showing of Black Box Diaries at the University of York student cinema.

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Influencing societal change

Survive remains committed to evidence-based practice and making best use of anonymised data to assess the true scale of sexual violence and abuse locally; to intelligently shape local and regional strategies; to ensure sufficient options and support for survivors; and to help reduce sexual offending and the number of future victims and survivors of sexual harm.

Survive showed courageous advocacy at the regional VAWG Summit in Harrogate; we presented data which evidenced the overlap between sexual trauma and mental illness and the need for survivors services to be funded by Public Health.

Survive also continued to show courageous advocacy through its ongoing contribution to the national Act On IICSA (*ick-sa*) campaign.

OUR ORGANISATION

Capacity

We did not have sufficient capacity to see survivors as quickly as we would have liked due to continued high demand on our service. By the end of the financial year, we had 668 survivors on our waiting list – of which 503 were waiting to start counselling. On average, we had 693 survivors waiting per month in 2024-25 – up from an average of 449 per month in the previous year and 362 per month in 2022-23. As a consequence of continued high demand for our services, by the end of the reporting period, we were making plans to close our waiting list to unfunded referrals. We conducted more initial assessments more quickly – to achieve the KPIs set by the OPFCC Victims of Crime contract – and delivered more therapy hours with our 14.5 FTE staff – as a result of further streamlining of processes and procedures.

Income

We continued to receive MoJ RASASF funds and funds from the OPFCC Victims of Crime contract which accounted for 29% and 32% of our income respectively. We received £19,875 from the NHS Community Mental Health Transformation Fund for year two of a pilot pathway for patient-survivors which equated to 4% of our income. The remaining 36% of our unrestricted income came from trust funds, applications, appeals, fundraising events and activities and individual donors which included funds from two new trust funds to whom we are extremely grateful: The Sara Charlton Foundation and the Dashlight Foundation. *Survive* is fully reliant on these extra sources of income in order to deliver its full range of services and interventions to those who either self-refer into *Survive* for counselling or access our helpline, support work, trauma therapy or EMDR psychotherapy. We continued our dialogue with the Catholic Church for the delivery of counselling to those impacted by sexual abuse within their church.

IT requirements

We continued to use IT to support and further streamline our work and enhance the survivor journey and developed more online resources for survivors on our website and social media platforms.

We continued to deliver around half our services and interventions online or via telephone and were able to secure an upgrade to the wi-fi in our York office for free thanks to FastR Broadband.

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REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488

Trustees' Annual Report (cont).

External communications

We continued to show courageous advocacy, champion what works with the survivor population and facilitate the voice of survivors (directly and indirectly) at conferences, in meetings, via the media (TV, radio, press) and through our website and social media.

We contributed to local and regional VAWG and SVA strategies and to sector-specific consultations and research. We continued to contribute to the national Act On IICSA (*ick-sa*) campaign and issued regular press releases and regular eNewsletters to our supporters.

Memberships, accreditations and accolades

We continued to promote our The Survivor Trust accreditation - a kitemark for the delivery of trauma-informed services and trauma-specific interventions to survivors of sexual violence and abuse including survivors of child sexual abuse.

FUTURE PLANS

There is much work to do - if *Survive* is to meet the demand for our services and interventions and see more survivors more quickly. In the coming year, we plan to:

- Continue to deliver quality, safe services and interventions;
- Continue delivering the OPFCC Victims of Crime contract and continue to ensure parity of access between those referred via the OPFCC and those who come to *Survive* direct;
- Further review the client journey and further streamline processes and work smarter to reduce Did Not Attend (DNAs), reduce early exits and increase attendance rates to ensure that resource is directed to those ready for our services and interventions;
- Introduce an annual cap for the number of survivors we will help in a year based on available resource;
- Secure independent evaluation of our services and interventions to show the difference our services and interventions make to survivors of sexual trauma and make the case for Public Health funding;
- Evaluate the NHS pilot and the difference our services make to individual patient-survivors through improving their mental health as well as our contribution to the NHS in reducing future reliance on NHS services;
- Secure BACP accreditation;
- Update and deliver our fundraising strategy to ensure sustainable and diverse income;
- Upgrade our IT and telephones (subject to funding).

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Trustees' Annual Report (cont).**GOVERNANCE, MANAGEMENT & ORGANISATION****GOVERNANCE**

The governance of *Survive* is decreed by the *Memorandum of Association - October 2021*. Specified in this document are the powers and duties of the Trustees, and of the Members.

The Board meets regularly with the CEO and other managers to guide strategy and exercise oversight of operations in line with the charity's Objects.

The Annual General Meeting of all Members includes the election of all Trustees and Officers, and consideration of the Trustees' Annual Report and Accounts.

Currently the Board delegates authority to trustee or staff-led sub-committees. Additional Trustee-chaired or CEO-chaired task groups are constituted and remitted by the Board as and when required.

BOARD OF TRUSTEES			
FINANCE & RESOURCE SUB-COMMITTEE	MARKETING & FUNDRAISING SUB-COMMITTEE	PEOPLE SUB-COMMITTEE	CLIENT JOURNEY WORKING GROUP
Chair by Treasurer	Chaired by CEO	Chaired by Finance & People Manager	Chaired by Trustee
guidance, monitoring, and assistance to the CEO in matters relating to financial management and reporting, financial audit and controls, and purchase contracts.	guidance, monitoring, and assistance to the CEO in all matters relating to marketing, publicity, and fundraising.	guidance, monitoring, and assistance to the CEO in matters relating to human resources management – covering employees, contractors, volunteers, trustees, and consultants.	Identifies system improvements to help <i>Survive</i> further increase capacity to respond to demand for our services and interventions.

MANAGEMENT & ORGANISATION

Executive leadership and management of *Survive* is vested in the role of CEO together with the role as Company Secretary. The Senior Management Team (SMT) meet regularly and is made up of the CEO, Counselling Services Manager, Operations Manager, Finance and People Manager, and Support Services Manager. During the reporting period, the role of Operations & Finance Manager was split into two separate roles and the Support Services Manager took on responsibility for the administration team.

The composition of the SMT reflects the following organisation structure:

CEO			
Counselling Services Manager	Operations Manager	Finance and People Manager	Support Services Manager
Counselling Team		HR & Finance Admin	Support Work Team Admin Team

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Trustees' Annual Report (cont).

The CEO also line manages the Fundraising and Marketing Communications Coordinator.

APPOINTMENT OF TRUSTEES

At the first and every Annual General Meeting, all officers and one-third of the nominated members of the Board of Trustees, or if their number is not a multiple of three then the number nearest to one-third, shall retire from office. The members to retire shall be those longest in office since their last election. Regarding members of the Board of Trustees who have been in office for the same length of time, the members to retire shall be selected by lot. A retiring Board member shall be eligible for re-nomination. Co-opted members of the Board shall retire at the Annual General Meeting following their appointment but shall be eligible for further co-option.

The Board identifies the need for additional trustees arising from resignations or through the identification of specific requirements for skills and experience.

Trustee vacancies are publicised in appropriate forums and on the *Survive* website – they are based on generic or specific role descriptions, as required.

Prospective trustees can approach the charity of their own volition. Although *Survive* has a need for Trustees with specific skills and knowledge, a number of positions are generic to achieve a Board with a mix of backgrounds and life experience. *Survive* actively encourages applications from survivors. Prospective Trustees wishing to discuss specific access requirements to enable them to take up the role can contact a named individual given on the role advert.

During the reporting period we appointed two new trustees and said farewell to two. In May 2025, we said farewell to our Chair, Ann Morgan who had been a trustee with *Survive* for seven years and appointed a new Chair and Vice Chair from the current Board as well as two new trustees.

During the reporting period, the Board of Trustees worked with an external consultant to develop a new trustee framework to help guide their work, meetings and interactions with the CEO and SMT.

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Trustees' Annual Report (cont).**RISK MANAGEMENT**

The CEO and Trustees of *Survive* have assessed the risks to which the charity is exposed and are satisfied that processes and systems have been established to mitigate them and ensure the long-term viability of *Survive*. Led by the CEO, Risk Management is a standing item on the agendas for the Board of Trustees, Senior Management Team and sub-committee meetings.

A Business Continuity Policy has been established, and an Incident Management Procedure has been devised. A business continuity test is held annually.

During the reporting period, *Survive* continued to monitor and manage risks including an increase to the National Living Wage, an increase to National Insurance contributions from 1 April 2025, the subsequent impact on salary costs as well as the cost-of-living crisis and its potential impact on staff turnover and retention. Demand for *Survive's* services and interventions continued to be a challenge, in particular the safe 'holding' of clients waiting for services. Towards the end of the reporting period, *Survive* started to initiate plans to close the waiting list to any unfunded referrals. Without long-term, strategic funding for survivors of sexual violence and abuse, *Survive* will not be able to meet demand and will have to cap access to its services based on available resource.

The *Survive* Risk Register details all risks and mitigations, categorised under the following broad headings:

CATEGORY	NATURE OF RISK	SAFEGUARDS & MITIGATIONS
Governance	Failure to deliver the charity's Objects	- Robust Board and Management processes; - Rigorous Trustee and Manager selection, recruitment, and induction.
	Loss of strategic direction and / or management effectiveness	- Strategy reviewed and updated annually; - Business planning on quarterly cycle; - Performance and impact management.
External	Reputational damage perceived by public, funders and/or clients	- Communications strategy and explicit PR management; - Focus on Safeguarding; - Implementation of EDI Policy.
Regulatory and Compliance	Failure to comply on time and in full	- Adherence to charity governance codes and financial regulations; - Ongoing reviews of policies & procedures; - BACP membership; - The Survivor's Trust accreditation.
Financial	Loss of funding	- Funding strategy emphasising diversity of funding streams; - Development of income generation capability; - Excellence in delivery.
	Loss of financial control	- Robust financial reporting and control procedures; cash flow forecasting; - Sound financial policies, procedures, and authorisations; separation of duties; - Annual independent external inspection / audit.

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Trustees' Annual Report (cont).

Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	• Blended approach to service delivery. • Measurement of service performance against KPIs and outcomes for survivors. • Ongoing reviews/updates of practice policies and procedures in line with BACP/TST standards. • On-going monitoring of skills levels, clinical supervision, capacity, recruitment, and retention. • Performance management.
	Insufficient or inappropriate infrastructure to enable staff to deliver high quality services – accommodation, IT systems, IT hardware, etc.	• Investment in information management, IT systems such as Charity Log, and IT infrastructure (particularly to enable secure remote working). • Operation of satellite counselling locations positioned within the communities we support. • Health & Safety programme.
	Failure of cybersecurity measures	• Business Continuity policy and Incident Management Procedures in place. • Annual Business Continuity Test.

PUBLIC BENEFIT

The Trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales.

FINANCIAL REVIEW

The total income for 1 April 2024 to 31 March 2025 was **£545,521**. This shows a decrease of income of **£85,898** (-13.6%) compared to the previous year (**£631,419**). All funding received has enabled service delivery and organisational running to provide vital support for our clients. It also assisted in meeting increased demand for our services including from clients with increasingly complex needs.

The expenditure over this period was **£593,525** with an increase in expenditure of **£87,827** (+17.4%) compared to the previous year (**£505,698**).

The net deficit for 2024-25 is **£48,004** and funds brought forward on 1 April 2024 were **£390,180**. Therefore, the total funds carried forward 31 March 2025 were **£342,176**.

RESERVES POLICY

Survive aims to accumulate sufficient free reserves of unrestricted funds not committed or invested in tangible fixed assets to:

- Support those projects, and the general costs of the organisation, where expenditure is incurred before funding is reclaimed;
- Finance development of new activities to the stage where external funding can be obtained;
- Provide time to seek new funding sources at a project's conclusion or facilitate the restructuring of the organisation whilst meeting its ongoing obligations;
- Meet the costs of a planned closure.

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Trustees' Annual Report (cont).

The Trustees of *Survive* aim to hold free reserves equivalent to approximately three months budget-level expenditure of unrestricted funds. For the **2025-26** financial year this would equate to free reserves of £255,000. We hold a designated planned closure costs fund, which would cover the costs of closing the organisation in a responsible way.

Total reserves at year-end are £342,176, of which £138,237 are restricted, £2,953 of unrestricted funds related to Tangible Fixed Assets. There are £94,591 designated funds, as such, free reserves are currently £106,395 which means that there is a gap in the level of reserves needed of **£148,605**. The Trustees will aim to increase the level of reserves held during the coming year.

Independent examiner

Adrian Rodaway of HPH, Chartered Accountants was appointed Independent Examiner to the charity during the year.

Approved by the Board of Trustees on 3 November 2025 signed on their behalf by:

Laura Sowerby – Chair of Trustees

Independent Examiner's Report to the Trustees of Survive (Support for Survivors of Rape and Sexual Abuse)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's 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 charity'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 member of the Institute of Chartered Accountants England and Wales (ICAEW), 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:

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.

HPH Chartered Accountants
54 Bootham
YORK
YO30 7XZ

Adrian Rodaway, FCA, BFP, DChA
3 November 2025

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF FINANCIAL ACTIVITIES (INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	2024 £
INCOME AND ENDOWMENTS FROM					
Donations, legacies and grants	3	101,754	433,861	535,615	624,712
Other charitable activities	3	2,800	-	2,800	1,140
Investment income	4	7,106	-	7,106	5,567
TOTAL INCOME	14	111,660	433,861	545,521	631,419
EXPENDITURE ON					
Raising funds	5	4,425	19,400	23,825	13,809
Charitable activities	6	58,217	511,483	569,700	491,889
TOTAL EXPENDITURE	14	62,642	530,883	593,525	505,698
NET INCOME		49,018	(97,022)	(48,004)	125,721
Total funds brought forward		147,267	242,913	390,180	264,459
TOTAL FUNDS CARRIED FORWARD		£ 196,285	£ 145,891	£ 342,176	£ 390,180

CONTINUING OPERATIONS

Income and net movement in funds derive wholly from continuing operations.

The notes on pages 23 to 33 form part of these financial statements.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2025
Registration number: 03455000

	Note	Unrestricted Fund	Restricted Fund	2025 £	2024 £
FIXED ASSETS					
Tangible fixed assets	11	2,953	450	3,403	3,383
		<u>2,953</u>	<u>450</u>	<u>3,403</u>	<u>3,383</u>
CURRENT ASSETS					
Debtors	12	9,428	-	9,428	7,717
Cash at bank and in hand		195,032	157,408	352,440	393,134
		<u>204,460</u>	<u>157,408</u>	<u>361,868</u>	<u>400,851</u>
CREDITORS					
Amounts falling due within one year	13	11,128	11,967	23,095	14,054
		<u>193,332</u>	<u>145,441</u>	<u>338,773</u>	<u>386,797</u>
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>196,285</u>	<u>145,891</u>	<u>342,176</u>	<u>390,180</u>
NET ASSETS					
		<u>£ 196,285</u>	<u>£ 145,891</u>	<u>£ 342,176</u>	<u>£ 390,180</u>
REPRESENTED BY					
Unrestricted funds	14	101,694	-	101,694	93,861
Unrestricted designated funds	14	94,591	-	94,591	53,406
Restricted funds	14	-	145,891	145,891	242,913
		<u>£ 196,285</u>	<u>£ 145,891</u>	<u>£ 342,176</u>	<u>£ 390,180</u>

The notes on pages 23 to 33 form part of these financial statements.

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

Directors' 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; and

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 2006 relating to small Companies.

The financial statement were approved by the Board of Trustees and authorised for issue on 3 November 2025 and were signed on it's behalf by:

Laura Sowerby - Director and Trustee

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	1	(38,964)	166,842
Net cash provided by operating activities		(38,964)	166,842
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of tangible fixed assets		(1,730)	(3,310)
Net cash (used in)/provided by investing activities		(1,730)	(3,310)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		(40,694)	163,532
Cash and cash equivalents at the beginning of the reporting period		393,134	229,602
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		352,440	393,134

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2025

**1. RECONCILIATION OF NET INCOME TO NET CASH
FLOWS FROM OPERATING ACTIVITIES**

	2025	2024
	£	£
Net income for the reporting period (as per the Statement of Financials Activities)	(48,004)	125,721
Adjustments for:		
Depreciation charges	1,710	6,901
Decrease/(Increase) in debtors	(1,711)	39,555
(Decrease)/Increase in creditors	9,041	(5,335)
Net cash flow provided by operations	<u>(£ 38,964)</u>	<u>£ 166,842</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	352,440	393,134
	<u>£ 352,440</u>	<u>£ 393,134</u>

ANALYSIS OF CHANGES IN NET FUNDS	At 01/04/2024	Cash Flow	At 31/03/2025
	£	£	£
Cash at bank	393,134	(40,694)	352,440
Total	<u>£ 393,134</u>	<u>(£ 40,694)</u>	<u>£ 352,440</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. 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) Legal entity

The Charitable Company is a private Company limited by guarantee, which is incorporated and registered in England and Wales (no. 03455000). The Charity number is 1069129. In the event of the company being wound up or dissolved, the members' liability will not exceed £1.

The address of the registered office and principal place of business is 2nd Floor, 25 Micklegate, York, YO1 6JH.

b) Basis of preparing the financial statements

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 (FRS102) (effective 1 January 2019) - (Charities CORP FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Survive 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(s).

The accounts are presented in UK Sterling pounds (£).

c) Going concern

The Trustees have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the Charity to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the Charity is a going concern.

d) Income

Donations

Donations receivable for the general purpose of the Charity are credited to "unrestricted funds". Donations for purposes restricted by the wishes of the donor are taken to "restricted funds" where these wishes are legally binding on the Trustees.

Other trading activities

All other incoming resources are included in the Statement of Financial Position (SoFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Investment income

Investment income has been accounted for on a cash receipt basis.

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued**

2. ACCOUNTING POLICIES - continued

e) Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate.

Governance costs are costs associated with constitutional and statutory requirements. They include independent examination fees and estimated costs linked to the strategic management of the Charity. Support costs are those incurred directly in support of expenditure on the objects of the Charity.

f) Tangible fixed assets

Tangible fixed assets are capitalised if they can be used for more than one year and cost a minimum of £750. They are valued at cost or, if gifted, at the value to the charity less depreciation.

Depreciation is calculated to write off the cost of fixed assets over their expected useful lives on a straight line basis. The rates used are as follows:

Computer equipment	- 25% straight line
Refurbish	- 25% straight line

g) Taxation

As a registered charity, *Survive* is exempt from the tax on income falling within sections 466 to 493 of the Corporation Tax Act 2010 to the extent that this is applied to its charitable objects. No tax charges have arisen in the Company.

h) Fund accounting

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Trustees in accordance with the charitable objectives. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

i) Pension costs and other post-retirement benefits

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

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

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

2. ACCOUNTING POLICIES - continued

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and any short term deposit accounts with a maturity of three months or less from the date of opening.

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

3. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total 2025 £	2024 £
Donations and legacies	101,754	433,861	535,615	624,712
Other charitable activities	2,800	-	2,800	1,140
	<u>£ 104,554</u>	<u>£ 433,861</u>	<u>£ 538,415</u>	<u>£ 625,852</u>

In 2024 the amount of donations and legacies which related to restricted funds was £570,645.

4. INVESTMENT INCOME	Unrestricted Funds £	Restricted Funds £	Total 2025 £	2024 £
Deposit account interest	7,106	-	7,106	5,567

In 2024 the amount of investment income which related to restricted funds was £Nil.

5. RAISING FUNDS	Unrestricted Funds £	Restricted Funds £	Total 2025 £	2024 £
Staff costs	2,775	19,400	22,175	13,632
Administration costs	1,650	-	1,650	177
	<u>£ 4,425</u>	<u>£ 19,400</u>	<u>£ 23,825</u>	<u>£ 13,809</u>

In 2024 the amount of expenditure on raising funds which related to restricted funds was £13,809.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

6. SUPPORT COSTS

	Total	
	2025	2024
	£	£
Charitable support	567,001	490,064
Governance costs	2,699	1,825
	<u>£ 569,700</u>	<u>£ 491,889</u>

Administration	Unrestricted Funds	Restricted Funds	Total	
	£	£	2025	2024
			£	£
Wages	-	443,854	443,854	371,728
Staff training and travel expenses	1,998	10,042	12,040	10,230
Supervision	1,094	14,142	15,236	12,825
Rent and room hire	-	29,206	29,206	22,473
Utilities and cleaning	5,286	1,900	7,186	8,419
Web hosting and IT support	1,134	1,500	2,634	3,027
Office costs	7,704	5,000	12,704	9,916
Subscriptions	7,486	-	7,486	6,375
Repairs and maintenance	465	-	465	1,662
Health and wellbeing	3,739	-	3,739	2,607
Sessional counselling	3,630	-	3,630	3,375
External facilitators	11,405	5,788	17,193	20,304
Payroll charges	1,146	-	1,146	1,103
Bank charges	60	-	60	181
Advertising and web development	1,947	-	1,947	2,488
Insurance	4,870	51	4,921	3,102
Recruitment costs	1,020	-	1,020	2,147
Professional fees	824	-	824	1,201
Depreciation	1,710	-	1,710	6,901
	<u>£ 55,518</u>	<u>£ 511,483</u>	<u>£ 567,001</u>	<u>£ 490,064</u>

In 2024 the amount of administration costs which related to restricted funds was £451,047.

Governance costs	Unrestricted Funds	Restricted Funds	Total	
	£	£	2025	2024
			£	£
Independent examination fees	2,699	-	2,699	1,825

In 2024 the amount of governance costs which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation - owned assets	1,710	6,901
Independent examiners' fees	2,699	1,825
Other accountancy/payroll fees	1,146	1,103

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2025 (2024: Nil).

Trustees' expenses

There were no Trustees' expenses paid for in the year ended 31 March 2025 (2024: Nil).

9. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	422,666	343,840
Pension costs	21,499	19,543
Employers National Insurance	21,864	21,977
	<u>£466,029</u>	<u>£385,360</u>

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

	2025	2024
Employees (FTE)	<u>15</u>	<u>14</u>

No employees received emoluments in excess of £60,000.

The key management personnel of the Charity consists of 5 employees. These employees were paid a total of £140,453 in the year (2024: £139,861).

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

10. COMPARITIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	2023 £
INCOME AND ENDOWMENTS FROM				
Donations, legacies and grants	54,067	570,645	624,712	467,466
Other charitable activities	1,140	-	1,140	3,536
Investment income	5,567	-	5,567	1,717
TOTAL INCOME	60,774	570,645	631,419	472,719
EXPENDITURE ON				
Raising funds	-	13,809	13,809	6,672
Charitable activities	40,842	451,047	491,889	404,843
TOTAL EXPENDITURE	40,842	464,856	505,698	411,515
NET (EXPENDITURE)/INCOME	19,932	105,789	125,721	61,204
Total funds brought forward	127,335	137,124	264,459	203,255
TOTAL FUNDS CARRIED FORWARD	£ 147,267	£ 242,913	£ 390,180	£ 264,459

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

11. TANGIBLE FIXED ASSETS	Refurbishments	Computer equipment £	Fixtures and Fittings £	Total £
Cost:				
At 1 April 2024	6,246	27,954	3,310	37,510
Additions	-	1,730	-	1,730
At 31 March 2025	6,246	29,684	3,310	39,240
Depreciation:				
At 1 April 2024	6,246	27,054	827	34,127
Charge for the year	-	883	827	1,710
At 31 March 2025	6,246	27,937	1,654	35,837
Net book values:				
At 31 March 2025	£ -	£ 1,747	£ 1,656	3,403
At 31 March 2024	£ -	£ 900	£ 2,483	£ 3,383

12. DEBTORS

	2025 £	2024 £
Prepayments and accrued income	9,428	7,717
	£ 9,428	£ 7,717

13. CREDITORS amounts falling due within one year

	2025 £	2024 £
Trade creditors	13,771	6,417
Social security and other taxes	6,210	4,016
Other creditors	36	-
Accrued expenses and deferred income	3,078	3,621
	£ 23,095	£ 14,054

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

14. MOVEMENT IN FUNDS	Balance b/f at 01/04/2024 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2025 £
Unrestricted funds					
General funds	93,861	111,660	(62,642)	(41,185)	101,694
Designated funds					
- Planned closure	46,000	-	-	40,591	86,591
- IT renewals	7,406	-	-	594	8,000
	<u>147,267</u>	<u>111,660</u>	<u>(62,642)</u>	<u>-</u>	<u>196,285</u>
Restricted funds					
The National Lottery Community Fund	33,325	23,660	(56,985)	-	-
Office of Police, Fire, Crime Commissioner (OPFCC)	167,124	172,941	(212,776)	-	127,289
OPFCC EMDR and Trauma Therapy	-	54,035	(45,210)	-	8,825
Lloyds Bank Foundation	15,214	-	(15,214)	-	-
Rape Support Ministry of Justice	7,748	156,721	(164,469)	-	-
The Purey Cust Trust	3,157	6,629	(4,668)	-	5,118
East Riding Project	-	-	-	-	-
NHS ICS	3,115	19,875	(18,331)	-	4,659
University Students Project	13,230	-	(13,230)	-	-
	<u>242,913</u>	<u>433,861</u>	<u>(530,883)</u>	<u>-</u>	<u>145,891</u>
Total funds	<u>£ 390,180</u>	<u>£ 545,521</u>	<u>(£ 593,525)</u>	<u>£ -</u>	<u>£ 342,176</u>
Comparatives for movement in funds	Balance b/f at 01/04/2023 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2024 £
Unrestricted funds					
General funds	107,335	60,774	(39,948)	(34,300)	93,861
Designated funds					-
- Planned closure	20,000	-	-	26,000	46,000
- IT renewals	-	-	(894)	8,300	7,406
	<u>127,335</u>	<u>60,774</u>	<u>(40,842)</u>	<u>-</u>	<u>147,267</u>
Restricted funds					
The National Lottery Community Fund	44,070	75,882	(86,627)	-	33,325
Office of Police, Fire, Crime Commissioner (OPFCC)	79,524	176,411	(88,811)	-	167,124
OPFCC EMDR and Trauma Therapy	-	34,033	(34,033)	-	-
Lloyds Bank Foundation	5,935	25,000	(15,721)	-	15,214
Rape Support Ministry of Justice	220	215,765	(208,237)	-	7,748
Ministry of Justice COVID Recovery	7,270	7,953	(12,066)	-	3,157
The Purey Cust Trust	105	-	(105)	-	-
Duke of Devonshire Charitable Trust	-	19,875	(16,760)	-	3,115
East Riding Project	-	15,726	(2,496)	-	13,230
	<u>137,124</u>	<u>570,645</u>	<u>(464,856)</u>	<u>-</u>	<u>242,913</u>
Total funds	<u>£ 264,459</u>	<u>£ 631,419</u>	<u>(£ 505,698)</u>	<u>£ -</u>	<u>£ 390,180</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued**

15. Details of Funds Held

Unrestricted funds

The general fund is unrestricted and available for general purposes.

Designated funds

Designated for planned closure costs and redundancies.

Restricted funds

The restricted funds are only available for the purposes specified for each fund:

The National Lottery Community Fund

Developing income streams to help even more survivors thrive.

Office of Police, Fire, Crime Commissioner (OPFCC)

Counselling/Talking Therapies services to support identified victims of crime.

OPFCC, EMDR and Trauma Therapy

To support more survivors by providing EMDR and trauma therapy services.

Lloyds Bank Foundation

To provide support to survivors in the York area.

Rape Support Ministry of Justice

To deliver services to survivors of rape, sexual abuse, sexual assault and child sexual abuse.

Ministry of Justice COVID Recovery

Additional salary costs; staff training courses; purchase of additional equipment to facilitate remote working.

The Purey Cust Trust

To support Survive working towards delivering services differently to enable more survivors to access support and counselling.

Duke of Devonshire Charitable Trust

To provide counselling, support work, monitoring, evaluation, clinical supervision and equipment.

East Riding Project

Provision of counselling and support to survivors in the YO41, YO42, YO43 postcodes .

NHS ICS

A grant administered via York CVS to identify patient-survivors earlier in NHS primary healthcare, to establish a survivor pathway From the NHS into Survive and to establish an evidence base to make the case for future NHS investment into *Survive*.

University Students Project

Funds raised by students at York University at their annual Roses event and match funded by the Universities of York and Lancaster to provide a student pathway into Survive to act as a test pilot for future work with students.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025 - continued

16. ANALYSIS OF FUNDS

	Tangible fixed assets £	Current assets £	Current liabilities £	Total £
<i>Current Year</i>				
Unrestricted funds	2,953	204,460	(11,128)	196,285
Restricted funds	450	157,408	(11,967)	145,891
	<u>£3,403</u>	<u>£361,868</u>	<u>(£ 23,095)</u>	<u>£342,176</u>
<i>Prior Year</i>				
Unrestricted funds	2,483	150,439	(5,654)	147,268
Restricted funds	900	250,412	(8,400)	242,912
	<u>£3,383</u>	<u>£400,851</u>	<u>(£ 14,054)</u>	<u>£390,180</u>

17. RELATED PARTY DISCLOSURES

There have been no transactions with related parties in the current year.

Accounts

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488



**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024
FOR
SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)**

HPH
Chartered Accountants
54 Bootham
YORK
YO30 7XZ



REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)

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FOR THE YEAR ENDED 31 MARCH 2024

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Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS

REGISTERED NAME

SURVIVE (Support For Survivors of Rape and Sexual Abuse)

REGISTERED OFFICE

2nd Floor
25 Micklegate
York
YO1 6JH

TRUSTEE / DIRECTORS IN 2023-24

Evelyn Hodgson		
Cheryl Saggars		Resigned July 2023
Maria Kaye		Resigned May 2023
Safeena Rafiq		Resigned May 2023
Susan Kane		Resigned April 2023
Sally King		
Ann Morgan	Chair	
Lionel Myers	Treasurer	
Joy Onyinyechi Ekpeh		Resigned August 2024
Laura Thomas		Resigned September 2024
David Raine		Appointed March 2024
Kirsty Dodd		Appointed September 2024

TRUSTEE / DIRECTORS at the date the report was approved

Evelyn Hodgson		
Sally King		
Ann Morgan	Chair	
Lionel Myers	Treasurer	
Laura Thomas		
David Raine		
Laura Sowerby		Appointed July 2024

COMPANY SECRETARY & CEO	Margaret (Mags) Godderidge
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INDEPENDENT EXAMINER	A. C. Rodaway, FCA, BFP. DChA HPH, Chartered Accountants, 54 Bootham, YORK, YO30 7XZ
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MAJOR FUNDERS	Ministry of Justice (MoJ) York and North Yorkshire Office for Policing, Fire, Crime and Commissioning (OPFCC) The National Lottery (TNL) Lloyds Bank Foundation (LBF) Sara Charlton Foundation (SCF) The Purey Cust Trust (PCT)
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BANKERS	CAF Bank, 25 Kings Hill Avenue, West Malling, ME19 4TA Redwood Bank, 101 The Nexus Building, Letchworth, SG6 3TA Hampshire Trust Bank, 80 Fenchurch Street, London, EC3M 4BY
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Trustees' Annual Report (cont).

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31 March 2024. The financial statements comply with the Companies Act 2006 and Accounting and Reporting by Charities, Statement of Recommended Practice (SORP 2015) applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

FOREWORD – by the *Survive* CEO Mags Godderidge

It has been another incredible year at *Survive* in which we became the only accredited, specialist sexual violence agency in York and North Yorkshire. Attaining *The Survivor Trust* (TST) kitemark for the delivery of services to adult survivors of sexual violence and abuse not only reassures survivors that we have the skills and knowledge to help them safely address their trauma, it also reassures donors, funders and commissioners that the trauma-informed services and trauma-specific interventions we deliver are high quality and evidence-based.

Last year, we delivered more one-to-one hours of support than ever before. *Survive* had:

- 15,163 contacts with 1660 unique individuals (up from 11,172 in 22/23);
- Conducted 675 initial assessments; and
- Delivered 4,421 hours of support work, counselling, trauma and EMDR (Eye-Movement Desensitisation and Reprocessing) sessions (up from 4,095 in 22/23).

What is so extraordinary is that we achieved all this with just 14 full-time equivalent staff, 4 volunteers and 8 trustees. *Survive* could not do what it does without the dedication and commitment of its team, volunteers and trustees. As Chief Executive Officer, I am so grateful to every one of them. Simply put without whom *Survive* could not operate. In addition, to their individual skills and knowledge, they bring compassion, kindness and hope to survivors.

While new referrals appear to have plateaued at around 1000 a year, we must not forget that this figure has more than doubled since 2018/19. This was driven most recently by the intense local, regional and national focus on Violence Against Women and Girls (VAWG) and continued publicity and media coverage surrounding sexual violence and its impact.

Around half (52%) of the new referrals came via Office Police, Fire, Crime and Commissioning (OPFCC)-funded Victims of Crime contract and around a fifth (23%) came from the National Health Service (NHS). While the proportion of new referrals from the NHS remained largely the same, there was an increase in the proportion of new referrals from NHS mental health services.

The overlap between sexual trauma and mental ill-health is often overlooked outside of specialist sexual violence agencies like *Survive*. It is incumbent on us to continue to evidence and highlight this overlap as well as the positive difference we make to survivors' mental health. We must help the NHS, local authorities and commissioners reframe sexual trauma as the public health issue that it is.

Trustees' Annual Report (cont).

Survive has achieved a great deal in past year:

- Achieving TST accreditation;
- Introduced a new counselling services structure and streamlined processes which enabled us to see more survivors more quickly;
- Launched two pilots – one for patient-survivors and one for student-survivors.
- Continued engagement with relevant steering groups, networks and partnerships – including the national #ActOnIICSA working group. This group seeks the establishment of a Child Protection Agency to protect future generations from sexual harm by enacting all 20 recommendations published by the Independent Inquiry into Child Sexual Abuse (IICSA) in 2022; and

I was personally delighted to meet Professor Alexis Jay OBE (who led the IICSA) at an event at the House of Commons attended by the then Home Secretary, Rt Hon James Cleverly MP.

Survive continues to actively demonstrate its core value of courageous advocacy. As a charity, we challenge both the police and prosecutors requesting access to client counselling records. Our position remains that it is intrusive, re-traumatising and in most cases, unnecessary and disproportionate. We are unwavering in our stand with survivors to keep information, which is almost certainly special category data, private. We will continue to robustly rebuff any such information requests and continue to lobby relevant authorities to seek changes to this practice.

The impact to *Survive*'s salary costs of two consecutive annual increases to the National Living Wage cannot be underestimated. We hope to return to being a Real Living Wage Employer in the near future. While we receive most of our funds from the Ministry of Justice (MoJ) Rape and Sexual Abuse Support Fund (RASASF) and the OPFCC Victims of Crime contract, we still had to raise more than £100,000 to keep services running and meet demand for our specialist services.

Survivors accessing our services are always central to what we do. Each day, I am humbled by the trust they place in *Survive* to help them to come to terms with what has happened to them. Through no fault of their own, their lives have been turned upside down and changed forever because of a heinous crime committed on them. I remain resolute today, as I have been since I took up the leadership role, in my commitment to do whatever it takes to ensure survivors get the support they need to rebuild their lives, relationships and reach their potential.

Trustees' Annual Report (cont).

OUR OBJECTIVES

Taken from the Survive *Memorandum of Association* as updated and approved at the Annual General Meeting held in October 2021:

The objects of the company (charity) shall be to relieve the needs of individuals affected by sexual and domestic violence by:

1. Providing support to alleviate the trauma and distress caused by sexual violence including rape, sexual assault, child sexual abuse and any other form of sexual violence (wherever it occurs) including that which occurs within domestic violence and to alleviate the trauma and distress caused by domestic violence.
2. Offering a comprehensive range of therapeutic support, help, assistance and interventions to survivors and their families, in order to help them to rebuild their lives after the trauma and distress caused by sexual violence.
3. Advocating for those who have experienced sexual violence (in whatever form, and wherever it may have occurred);
4. Educating and raising awareness about the issues surrounding sexual violence and its impact on individuals to reduce and eradicate all forms of sexual violence.
5. or through any other mechanism(s) agreed by the Trustees in accordance with the Charity's objectives.

OUR VISION, MISSION & VALUES

Our Vision is for all adult survivors in York and North Yorkshire who have been subjected to rape, sexual assault, or child sexual abuse (CSA) to have access to our trauma-informed services and trauma-specific interventions to help them find relief from distress, discover self-worth, rebuild lives and relationships, and explore and achieve their full potential.

Our Mission is to help adult survivors of rape, sexual assault or CSA to rebuild their lives, relationships and reach their potential by delivering specialist, trauma-informed services and trauma-specific interventions.

Trustees' Annual Report (cont).

Our Values underpin everything we do – from our work with clients to our interactions with stakeholders to our statements to the media.

Integrity	Being open, honest, transparent and respectful in the way we work. <i>Survive</i> will strive to communicate in an open, honest, and transparent way. Our relationships with survivors will be based on mutual respect and trust. We will offer a safe space to survivors of sexual trauma where they can explore and talk about what has happened to them.
Inclusive	Respecting differences while embracing diversity. <i>Survive's</i> ethos is that everyone is equal. We respect differences while embracing diversity.
Enabling	Helping survivors develop skills, knowledge and confidence to make informed decisions. <i>Survive</i> believes in survivor autonomy. We believe survivors are best placed to know what they need. We facilitate their exploration of options to make informed decisions. We put survivors at the heart of what we do. We develop and deliver a range of accessible, quality and evidenced-based services and innovate to meet the changing needs of survivors. By offering autonomy, we not only offer informed choices, we build confidence.
Hope	Offering hope to survivors that they can rebuild their lives and relationships following sexual trauma. <i>Survive</i> strives to be compassionate in all that we do. We offer hope for positive change by helping our clients make sense of what has happened to them and reduce their feelings of isolation. By promoting self-worth, we help survivors find relief from the pain caused by sexual trauma and paths to reconnect with their lives and relationships.
Courageous Advocacy	Challenging myths and those who don't support survivors. <i>Survive</i> will challenge those who do not support survivors. We will strive to raise awareness in all communities of the signs, prevalence and impact of sexual trauma including that which occurs between those who are or have been intimate partners. As the voice of survivors, we will challenge myths about sexual abuse. We will challenge and educate those in authority, in communities and in institutions to help them understand the pain of sexual trauma.

Trustees' Annual Report (cont).**OUR STRATEGY**

The *Survive* Strategy is reviewed by the CEO and the Board on at least a quarterly basis. It is expressed in terms of the noticeable outcomes we aim to deliver for each of our stakeholder groups:

OUTCOMES TO DELIVER FOR OUR CLIENTS	PROGRESS IN 2023-24
1. Survivors understand and are in control of their <i>Survive</i> journey. They make informed decisions about what services to access, when they determine they need to and at a pace right for them.	• Further increased capacity. • Launched pilot pathway for NHS patient-survivors. • Launched pilot for student-survivors. • Streamlined systems and processes. • Delivered OPFCC contract for Victims of Crime. • Helped survivors make informed decisions. • Delivered services face-to-face, via telephone or online. • Provided helpline to survivors and non-survivors. • Supported survivors in East Riding of Yorkshire. • Facilitated specialist support for dual experience clients. • Evidenced our impact. • Encouraged survivors to get involved with fundraising activities, research and consultations.
2. The spaces <i>Survive</i> uses will be safe, comfortable, and accessible to all.	
3. <i>Survive</i> has sufficient capacity across all services. We strive to ensure we are available when survivors are ready to talk, and no one will have to wait for our support. <i>Survive</i> will deliver a seamless service to survivors who require more than one service. Our range of services will be embedded in our local communities and support those affected directly or indirectly by sexual violence.	
4. We can evidence our services help survivors cope, stabilise, recover, rebuild, and thrive.	
5. Survivors completing their <i>Survive</i> journey are developed as our greatest ambassadors and advocates. Working with them to widely share their positive praise and allowing us to sensitively share their stories. They will be approached to volunteer, work, or fundraise for us and inspire, encourage, and give hope to other survivors as they co-facilitate group work.	

OUTCOMES TO DELIVER FOR OUR PEOPLE	PROGRESS IN 2023-24
1. <i>Survive</i> will have a diverse team which reflects the communities we serve.	• Attracted diverse talent. • Disability Confident Committed employer. • New counselling structure. • Delivered initiatives to help make <i>Survive</i> a great place to work. • Commitment to flexible working including hybrid working. • Annual wellbeing survey. • Invested in our people.
2. <i>Survive</i> will be a great place to work. Staff, volunteers, and trustees will feel motivated, respected, and valued and proudly share stories about the difference their role within <i>Survive</i> makes to them personally.	
3. Staff, volunteers and trustees will feel connected to each other and to <i>Survive</i> and work together to achieve the best outcomes for survivors.	
4. Staff, volunteers and trustees have access to in-house and external training and support.	
5. We have a diverse and sustainable income.	
6. We have flexible working patterns which make full use of technology, meet the needs of clients, and enable us to increase capacity whilst retaining a work/life balance.	

Trustees' Annual Report (cont).

OUTCOMES TO DELIVER FOR OUR PARTNERS & FUNDERS	PROGRESS IN 2023-24
1. Our partners have clear understanding about our specialist services and the tangible difference we make to survivors of sexual violence.	- Contributed to relevant steering groups, networks and partnerships. - Evidenced our impact. - Delivered quality and safe services. - Completed review of all practice policies and procedures. - Secured TST accreditation process. - Secured diverse funding. - Delivered <i>ad hoc</i> training and presentations.
2. <i>Survive</i> has a reputation for delivering safe, quality, evidence-based specialist services to survivors of sexual violence.	
3. The referral process is simple, seamless, and secure. It captures sufficient personal data at the point of referral. Where appropriate, we work with others to develop bespoke and holistic care pathways which optimise outcomes for survivors.	
4. <i>Survive</i> works collaboratively with organisations who share our views and values.	
5. We have a diverse and sustainable income.	
6. <i>Survive</i> is expertise in the field of sexual trauma is recognised and shared to others through the delivery of paid-for training.	

OUTCOMES TO DELIVER FOR OUR COMMUNITIES	PROGRESS IN 2023-24
1. Our local communities will know the difference we make in helping survivors rebuild lives, relationships and reach full potential.	- Contributed to relevant steering groups, networks and partnerships. - Evidenced our impact. - Produced an impact report and communicated with supporters via an eNewsletter. - Encouraged others to get involved in our work. - Engaged with the media. - Updated our website and social media feeds. - Delivered <i>ad hoc</i> training and presentations. - Appointed a marketing communications co-ordinator to enhance our reach to target audience/s through campaigns - Pro-active approaches from BBC Look North
2. Survivors, friends, and supporters of <i>Survive</i> will be actively involved in raising awareness of <i>Survive</i> and raising funds for our specialist services.	
3. Media outlets will proactively approach us for comment on relevant or breaking news stories because they know what we do and the difference we make to survivors and recognise our knowledge and expertise regarding sexual violence.	
4. Our communities and wider society will better understand the prevalence and impact of sexual violence, and the additional, cumulative harm caused by the perpetuation of sexual violence myths. Perceptions about sexual violence will change, society will empathise with survivors and understand their needs and survivors will feel able and supported to share their stories without stigma or shame.	
5. Children and young people in our local community will know what consent means, know about sexual violence and how to signpost survivors to support and know how to safely challenge inappropriate behaviours whenever and wherever they are encountered.	

Trustees' Annual Report (cont).

The objects of the company (charity) are to relieve the needs of individuals affected by sexual and domestic violence. Our strategy focuses on our clients, our people, our partners and funders and our communities.

Our client strategy is to deliver specialist trauma-informed services (including support work and counselling) and trauma-specific interventions (including trauma therapy and EMDR) to survivors to reduce their psychological distress and trauma symptoms and help improve their mental health and ability to cope with everyday life.

Our people strategy ensures that our people have the skills, knowledge and tools to safely, competently and confidently help survivors rebuild their lives, relationships and reach their potential.

Our partners and funders strategy ensures we have sufficient funds in place to deliver the strategy and achieve the Charity's aim.

Our community strategy ensures those in our communities better understand the prevalence and harm caused by trauma and sexual trauma.

OUR PERFORMANCE IN 2023-24

OUR CLIENTS

Increased capacity

We continued to see high demand for our specialist services. In 2023-24, *Survive* received 975 new referrals. Whilst new referrals appear to have plateaued at around 1000 a year, it is still more than double the number we received five years ago. The OPFCC Victims of Crime contract continued to account for around half of new referrals (52%). Whilst referrals from the NHS continued to account for around 1/5 of new referrals (23%), there was a marked increase in the number of referrals from mental health services (60% in 23/24 vs 22% in 22/23). This is likely driven by an NHS pilot. The vast majority (67%) of new referrals had been subjected to CSA or CSA and adult sexual violence or multiple incidents of sexual violence. Furthermore, of those who stated a disability, 55% stated 'mental illness'.

These factors combined will likely mean many survivors will need more support for longer because of what happened to them and the presence of PTSD and complex PTSD symptoms.

Demand for our services is definitely influenced by local, regional and national VAWG strategies. The strategies encourage women and girls to report sexual violence to the Police and to seek help to cope and recover from the impact. During the reporting period, we were delighted to receive additional funding from the OPFCC for trauma therapy and additional funds from the Ministry of Justice (MoJ). This allowed us to further increase capacity by expanding our counsellor team and trauma/EMDR therapists.

Client journey working group

This working group continued to focus on reviewing and streamlining processes and systems to enable us to see more survivors more quickly. As a result, we are able to offer - on average - an initial assessment within a week of contact, counselling within four months and trauma therapy within five months.

Trustees' Annual Report (cont).**OPFCC-funded contract for Victims of Crime service**

Survive continued to deliver counselling to survivors of sexual and/or domestic abuse in York and North Yorkshire (excluding Scarborough and Ryedale) under the OPFCC-funded Victims of Crime contract. We continued to sub-contract other Victims of Crimes with enhanced entitlements to Community Counselling Limited. In addition, *Survive* continued to support survivors from Scarborough and Ryedale who wanted to access our specialist sexual violence services.

Helped survivors make informed decisions

We helped 16 survivors make informed decisions about their options including reporting, not reporting, supplying anonymous intelligence or engaging with Restorative Justice. We also helped survivors make informed decisions about whether to disclose some, none or all of their counselling records to the Police and prosecutors. As appropriate with client and former clients' consent, we provided bespoke reports. Where necessary, we continued to use translators to make services more accessible to those for whom English is not their first language.

Face to face via telephone and online service delivery

We continued to deliver services face-to-face or via telephone or online – based on client choice and suitability. During the report period, all initial assessments were delivered remotely. Support work was predominantly delivered remotely (client choice) and counselling was about 50/50 face-to-face versus remote.

Helpline delivery

We continued to deliver a Helpline from 10 am to 12 noon Monday to Thursday. In this time period, 78 survivors and non-survivors were supported with 70% of callers stating they found the call helpful. The helpline is an extra resource available to those waiting for our services or those who need some additional emotional support between scheduled appointments or during planned breaks between blocks of therapy. The support workers who run the helpline also make outbound welfare calls to current clients and towards the end of the reporting period, also started to make outbound 'check in' calls to those who had been waiting over six months to start a service.

East Riding of Yorkshire survivors supported

We continued to support survivors in the YO41, YO42 and YO43 postcodes of rural East Riding of Yorkshire.

Specialist support for dual experience clients

We continued to facilitate offsite specialist support via an OPFCC-funded Stop So registered therapist for survivors of sexual violence who had also perpetrated or been accused of perpetrating sexual offences. This work continued to be delivered off-site.

Showing *Survive's* impact

Scores from reliable and valid psychological assessment tools were used to evidence positive change following *Survive* services. For example, CORE10 first and final session scores from 220 survivors evidenced a statistically significant change ($Z = -11.17$, $p < .001$): 64.3% of survivors showed reliable improvement with 37.8% showing clinical change. Similarly, Impact of Event Scale (Revised) first and final session scores for 78 survivors evidenced statistically significant change ($t^{77} = 7.21$, $p < .001$). We secured more case studies and quotes from survivors about how our services had helped them cope and recover from what happened and rebuild their lives and thrive. Survivors continued to complete survey feedback forms which are reviewed, and as appropriate, we take action to improve services.

Trustees' Annual Report (cont).**Engage service-users in what do**

We encouraged survivors to get involved through fundraising activities and local and national research projects and consultations.

Launched an NHS pilot pathway for patient-survivors

With a small grant from the NHS Integrated Care System (ICS) Community Mental Health Transformation fund, we undertook a pilot pathway from General Practitioners (GPs) and First Contact Mental Health Practitioners (FCMHP). This was offered to patients who identified as survivors. Early results showed that those accessing this service have Serious Mental Illness (SMI) or are at risk of developing SMI; that all had either accessed or were waiting to access mental health services in the previous 12 months; and that 90% of the patient-survivors who completed 10 sessions of *Survive* stabilisation counselling, plan to reduce or stop using NHS mental health services in the future.

Launched an eight-week counselling service for student-survivors

With funds raised by University of York students during April 2023 ROSES23 sporting event, *Survive* funded a new eight-week pathway for student-survivors. The outcomes from this pilot will be contrasted with previous student-survivor interventions. The learnings will help shape the future services offered.

OUR PEOPLE**Attracting diverse talent and disability-confident committed**

Survive continued to offer an interview at the sifting stage to applicants with a disability who meet all other role criteria. We continued to share values-based questions with candidates ahead of their interview. This has meant we successfully expanded the team without advertising and at times, we were able to promote from within.

New counselling structure

A new structure for counselling is in place. Three lead counsellors are now engaged in more day-to-day line management responsibilities for a small team of counsellors.

Making *Survive* a great place to work

We continued to deliver initiatives to help make *Survive* a great place to work and introduced new ones. We offer comprehensive inductions to new starters, have annual appraisals with staff, subsidised regular team building activities, have monthly team meetings and issue monthly Team Talk newsletters, funded a health and wellbeing package for staff and contributed 5% to staff pensions. We have adopted flexible working patterns including hybrid working – contributing to a better work/life balance.

Annual wellbeing survey

Survive continued to learn and improve the staff/volunteer experience by reviewing and acting on responses to the annual wellbeing survey.

Investing in our people

Survive continues to invest in its people. We facilitated training days in October, last year, and April, this year. All counsellors are now trained to conduct initial assessments. Guest speakers at monthly meetings allowed counsellors to learn more about areas outside of their own work and better understand how these other services may help our survivor clients. In this time period, we also introduced individual training budgets to support more individualised training.

Trustees' Annual Report (cont).

OUR PARTNERS & FUNDERS

Contributing relevant steering groups, networks and partnerships

Survive continued to contribute to the OPFCC Sexual Violence Steering Group; and the OPFCC VAWG Professionals working group. Our CEO joined the OPFCC VAWG strategic board and the York CVS (Community Voluntary Service) Steering Group. *Survive* continues to regularly engage with Tees Esk Wear Valley (TEWV) – sharing knowledge, learning and a vision of a whole system approach to trauma-informed care in York and North Yorkshire. *Survive* also contributes to The Survivor Trust-led meetings and workshops. In addition, *Survive* joined the national **#ActOnIICSA** working group which seeks the establishment of a Child Protection Agency to protect future generations of children from sexual harm.

Delivering quality and safe services

A full review of practice policies and procedures took place and *Survive* secured TST accreditation – a kitemark for the delivery of trauma-informed services and trauma-specific interventions to survivors of sexual violence and abuse.

Securing diverse funding

During the reporting period, in addition to securing ongoing funding from the MoJ and the OPFCC, *Survive* secured £193,787 from funding applications, an appeal letter and individual donations. *Survive* also updated its fundraising strategy to ensure sufficient and diversity in funding streams for the next 2-3 years. *Survive* was once again the chosen charity partner for the all-female brass band Femmes Fortissimo as part of the programme for International Women's Week in York.

Delivered training and presentations

Survive continued to deliver *ad hoc* training and presentations to third parties keen to better understand trauma, sexual trauma and how to reduce the risk of re-traumatisation.

OUR COMMUNITIES

Recruited marketing communications coordinator

We recruited a marketing communications coordinator who enabled us to update our website and social media accounts, produce our first ever impact report and launch a regular eNewsletter.

With this support, *Survive* was able to engage former service-users and survivors in our work – from fundraising activities to engagement with research and consultations. We were also able to deliver a broader range of activities alongside the University of York during Sexual Violence Awareness Week in February, this year.

Engaged with the media

Survive issued regular press releases and responded to press, TV and radio enquiries.

Trustees' Annual Report (cont).

FUTURE PLANS

We are not complacent; there is still much work to do if *Survive* is to meet the demand for its specialist services and see more survivors more quickly. In the coming year, we plan to continue:

- Reviewing the client journey and further streamline processes and work smarter to reduce Do Not Attends (DNAs) and increase attendance of appointments.
- Delivering the OPFCC Victims of Crime contract and to create parity of service between those referred via this route and those referred by other routes.
- Using our Helpline to make welfare calls and 'check-in' calls to those waiting for our services.
- Seeking an affordable and accessible venue in York for our main office.
- Evaluating the NHS pilot and the difference our services make to individual patient-survivors through improving their mental health as well as our contribution to the NHS in reducing future reliance on NHS services.
- Evaluating the student pilot and the difference our services make to individual student-survivors through improving their mental health and our contribution to the universities by enabling students to engage with their studies and student life.
- Secure BACP accreditation.
- Deliver our updated communications plan.
- Deliver our fundraising strategy ensuring sustainable and diverse income.
- Commission research to show the difference our services make to survivors of sexual violence and where appropriate, compare to interventions delivered by others.
- Review our strategy for the next two to three years and prioritise resource as appropriate to the way we support survivors.

GOVERNANCE, MANAGEMENT & ORGANISATION

GOVERNANCE

The governance of *Survive* is decreed by the *Memorandum of Association - October 2021*. Specified in this document are the powers and duties of the Trustees, and of the Members.

The Board meets regularly with the Chief Executive Officer (CEO) and other managers to guide strategy and exercise oversight of operations in line with the Charity's Objects.

The Annual General Meeting of all Members includes the election of all Trustees and Officers, and consideration of the Annual Report and Accounts.

Currently the Board delegates authority to three standing sub-committees, each made up of Trustees and staff. Additional Trustee-chaired or CEO-chaired task groups are constituted and remitted by the Board as and when required.

Trustees' Annual Report (cont).

BOARD OF TRUSTEES		
FINANCE AND RESOURCE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to financial management and reporting, financial audit and controls, and purchase contracts.	MARKETING & FUNDRAISING SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in all matters relating to marketing, publicity, and fundraising.	PEOPLE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to human resources management – covering employees, contractors, volunteers, trustees, and consultants.

The Trustee-led client journey working group continues to identify system improvements to help *Survive* further increase capacity to respond to demand for our specialist services.

MANAGEMENT & ORGANISATION

Executive leadership and management of *Survive* is vested in the role of CEO together with the role as Company Secretary.

The Senior Management Team (SMT) is made up of the CEO, Operations Manager, Counselling Services Manager and Support Services Manager. The SMT meets regularly. The composition of the SMT reflects the organisation structure:

CEO		
Operations Manager	Counselling Services Manager	Support Services Manager
Administration Team	Counselling Team	Support Work Team

The CEO also line manages the Marketing Communications Coordinator.

The CEO regularly meets with other charities who share our vision and values to establish potential opportunities for collaborative working. During the reporting period, *Survive* worked with Community Counselling Limited (CCL) to provide support to survivors of sexual violence and abuse in Ryedale and Scarborough. *Survive* provided support work to complement CCLs counselling offer. *Survive* also sub-contracted counselling support for adult victims of crime (non-sexual violence and non-domestic violence) to CCL.

The People Sub Committee (PSC), which includes all line managers, review and benchmark all salaries annually against similar roles in similar organisations and locations. The PSC make recommendations to the Board of Trustees who review the recommendations with input from the Treasurer. The Board of Trustees conduct a similar exercise for the role of CEO.

Trustees' Annual Report (cont).

Appointment of trustees:

At the first and every Annual General Meeting, all officers and one-third of the nominated members of the Board of Trustees, or if their number is not a multiple of three then the number nearest to one-third, shall retire from office. The members to retire shall be those longest in office since their last election. Regarding members of the Board of Trustees who have been in office for the same length of time, the members to retire shall be selected by lot. A retiring Board member shall be eligible for re-nomination. Co-opted members of the Board shall retire at the Annual General Meeting following their appointment but shall be eligible for further co-option.

The Board identifies the need for additional trustees arising from resignations or through the identification of specific requirements for skills and experience.

Trustee vacancies are publicised in appropriate forums and on the *Survive* website – they are based on generic or specific role descriptions, as required. Adverts are placed on specific job boards such as Young Trustees, Queer Trustees, Action for Trustee Racial Diversity UK.

Prospective trustees can approach the Charity of their own volition. Although *Survive* has a need for Trustees with specific skills and knowledge, a number of positions are generic to achieve a Board with a mix of backgrounds and life experience. *Survive* actively encourages applications from survivors.

Prospective Trustees wishing to discuss specific access requirements to enable them to take up the role can contact a named individual given on the role advert.

RISK MANAGEMENT

The CEO and Trustees of *Survive* have assessed the risks to which the Charity is exposed and are satisfied that processes and systems have been established to mitigate them and ensure the long-term viability of *Survive*. Led by the CEO, Risk Management is a standing item on the meeting agendas for the Board of Trustees, Senior Management Team and sub-committee.

A Business Continuity Policy has been established, and an Incident Management Procedure has been devised. A business continuity test is held annually.

During the reporting period, *Survive* continued to monitor and manage risks including an increase to the National Living Wage. This included its impact on salaries, the cost-of-living crisis and its potential impact on staff turnover and retention.

Demand for *Survive*'s specialist services continued to be a challenge, in particular the safe 'holding' of clients waiting for services.

Trustees' Annual Report (cont).

The *Survive* Risk Register details all risks and mitigations, categorised under the following broad headings:

CATEGORY	NATURE OF RISK	SAFEGUARDS & MITIGATIONS
Governance	Failure to deliver the charity's Objects	- Robust Board and Management processes. - Rigorous Trustee and Manager selection, recruitment, and induction.
	Loss of strategic direction and / or management effectiveness	- Strategy reviewed and updated annually. - Business planning on quarterly cycle. - Performance and impact management.
External	Reputational damage perceived by public, funders and/or clients	- Communications strategy and explicit PR management. - Focus on Safeguarding. - Implementation of EDI Policy.
Regulatory and Compliance	Failure to comply on time and in full	- Adherence to charity governance codes and financial regulations. - Ongoing reviews of policies & procedures. - BACP membership. - The Survivor's Trust accreditation.
Financial	Loss of funding	- Funding strategy emphasising diversity of funding streams. - Development of income generation capability. - Excellence in delivery.
	Loss of financial control	- Robust financial reporting and control procedures; cash flow forecasting. - Sound financial policies, procedures, and authorisations; separation of duties. - Annual independent external inspection.
Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	- Blended approach to service delivery. - Measurement of service performance against KPIs and outcomes for survivors. - Ongoing reviews/updates of practice policies and procedures in line with BACP/TST standards. - On-going monitoring of skills levels, clinical supervision, capacity, recruitment, and retention. - Performance management.
	Insufficient or inappropriate infrastructure to enable staff to deliver high quality services – accommodation, IT systems, IT hardware, etc.	- Investment in information management, IT systems such as Charity Log, and IT infrastructure (particularly to enable secure remote working). - Operation of satellite counselling locations positioned within the communities we support. - Health & Safety programme.
	Failure of cybersecurity measures	- Business Continuity policy and Incident Management Procedures in place. - Annual Business Continuity Test.

Trustees' Annual Report (cont).**PUBLIC BENEFIT**

The Trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales.

Financial Review

The total income for 1st April 2023 to 31st March 2024 was £631,419. This shows an increase of £158,700 (+34%) compared to the previous year (£472,719). All funding received has enabled service delivery and organisational running to provide vital support to our clients. It allowed *Survive* to continue providing critical support with increased demand for our services and clients referred were often experiencing increasingly complex needs.

The expenditure over this period was £505,698, with an increase in expenditure of £94,183 (+23%) compared with the previous year (£411,515). The net income for 2023/24 is £125,721 and funds brought forward on 1st April 2023 were £264,459. Therefore, the total funds carried forward as at 31 March 2024 were £390,180.

Reserves Policy

Survive aims to accumulate sufficient free reserves of unrestricted funds not committed or invested in tangible assets in order to:

- support those projects, and the general costs of the organisation, where expenditure is incurred before funding is reclaimed
- finance development of new activities to the stage where external funding can be obtained
- provide time to seek new funding sources at a project's conclusion or facilitate restructuring of the organisation whilst meeting its on-going obligations
- meet the costs of a planned closure

The Trustees of *Survive* aim to hold free reserves equivalent to approximately six months budget-level expenditure of unrestricted funds. For the 2024-25 financial year this would equate to free reserves of £250k. Total reserves at the year-end are £390,180, of which £242,913 are restricted. £2,483 of unrestricted funds related to Tangible Fixed Assets. There are £53,406 designated funds, as such free reserves are currently £91,378, which means there is a gap in the level of reserves needed of £159k. The Trustees' will aim to increase the level of reserves held during the coming year.

Independent examiner

Mr Adrian Rodaway FCA, BFP, DChA of HPH, Chartered Accountants was appointed Independent Examiner to the charity during the year.

Approved by the Board of Trustees on 17 October 2024 and signed on their behalf by:

Ann Morgan – Chair of Trustees

Independent Examiner's Report to the Trustees of Survive (Support for Survivors of Rape and Sexual Abuse)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's 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 charity'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 member of the Institute of Chartered Accountants England and Wales (ICAEW), 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:

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.

HPH Chartered Accountants
54 Bootham
YORK
YO30 7XZ

Adrian Rodaway, FCA, BFP, DChA
6 November 2024

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF FINANCIAL ACTIVITIES (INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	2023 £
INCOME AND ENDOWMENTS FROM					
Donations, legacies and grants	3	54,067	570,645	624,712	467,466
Other charitable activities	3	1,140	-	1,140	3,536
Investment income	4	5,567	-	5,567	1,717
TOTAL INCOME	14	60,774	570,645	631,419	472,719
EXPENDITURE ON					
Raising funds	5	-	13,809	13,809	6,672
Charitable activities	6	40,842	451,047	491,889	404,843
TOTAL EXPENDITURE	14	40,842	464,856	505,698	411,515
NET INCOME		19,932	105,789	125,721	61,204
Total funds brought forward		127,335	137,124	264,459	203,255
TOTAL FUNDS CARRIED FORWARD		£ 147,267	£ 242,913	£ 390,180	£ 264,459

CONTINUING OPERATIONS

Income and net movement in funds derive wholly from continuing operations.

The notes on pages 21 to 31 form part of these financial statements.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2024
Registration number: 03455000

	Note	Unrestricted Fund	Restricted Fund	2024 £	2023 £
FIXED ASSETS					
Tangible fixed assets	11	2,483	900	3,383	6,974
		<u>2,483</u>	<u>900</u>	<u>3,383</u>	<u>6,974</u>
CURRENT ASSETS					
Debtors	12	7,717	-	7,717	47,272
Cash at bank and in hand		142,722	250,412	393,134	229,602
		<u>150,439</u>	<u>250,412</u>	<u>400,851</u>	<u>276,874</u>
CREDITORS					
Amounts falling due within one year	13	5,654	8,400	14,054	19,389
		<u>144,785</u>	<u>242,012</u>	<u>386,797</u>	<u>257,485</u>
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>147,268</u>	<u>242,912</u>	<u>390,180</u>	<u>264,459</u>
NET ASSETS/(LIABILITIES)		£ 147,268	£ 242,912	£ 390,180	£ 264,459
REPRESENTED BY					
Unrestricted funds	14	93,861	-	93,861	107,335
Unrestricted designated funds	14	53,406	-	53,406	20,000
Restricted funds	14	-	242,913	242,913	137,124
		<u>£ 147,267</u>	<u>£ 242,913</u>	<u>£ 390,180</u>	<u>£ 264,459</u>

The notes on pages 21 to 31 form part of these financial statements.

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

Directors' 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; and

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the micro-entity provisions of the Companies Act 2006.

The financial statement were approved by the Board of Trustees and authorised for issue on 17 October 2024 and were signed on it's behalf by:

Ann Morgan - Director and Trustee

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	1	166,842	26,777
Net cash provided by operating activities		166,842	26,777
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of tangible fixed assets		(3,310)	(1,801)
Net cash (used in)/provided by investing activities		(3,310)	(1,801)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		163,532	24,976
Cash and cash equivalents at the beginning of the reporting period		229,602	204,626
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		393,134	229,602

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2024

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOWS
FROM OPERATING ACTIVITIES**

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financials Activities)	125,721	61,204
Adjustments for:		
Depreciation charges	6,901	6,074
Decrease/(Increase) in debtors	39,555	(42,768)
(Decrease)/Increase in creditors	(5,335)	2,267
Net cash flow provided by operations	<u>£ 166,842</u>	<u>£ 26,777</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	393,134	229,602
	<u>£ 393,134</u>	<u>£ 229,602</u>

ANALYSIS OF CHANGES IN NET FUNDS	At 01/04/2023	Cash Flow	At 31/03/2024
	£	£	£
Cash at bank	229,602	163,532	393,134
Total	<u>£ 229,602</u>	<u>£ 163,532</u>	<u>£ 393,134</u>

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

2. 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) Legal entity

Survive is regulated by the Charity Commission (1069129), limited by guarantee and is registered in England and Wales. The address of the registered office and principal place of business is 2nd Floor, 25 Micklegate, York, YO1 6JH. In the event of the company being wound up, the directors liability will not exceed £1.

b) Basis of preparing the financial statements

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 (FRS102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and the Companies Act 2006, the Charities Act 2011.

Survive 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(s).

The accounts are presented in UK Sterling pounds (£).

c) Going concern

The Trustees have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the Charity to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the Charity is a going concern.

d) Income

Donations

Donations receivable for the general purpose of the Charity are credited to "unrestricted funds". Donations for purposes restricted by the wishes of the donor are taken to "restricted funds" where these wishes are legally binding on the Trustees.

Other trading activities

All other incoming resources are included in the Statement of Financial Position (SoFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Investment income

Investment income has been accounted for on a cash receipt basis.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

2. ACCOUNTING POLICIES - continued

e) Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate.

Governance costs are costs associated with constitutional and statutory requirements. They include independent examination fees and estimated costs linked to the strategic management of the Charity. Support costs are those incurred directly in support of expenditure on the objects of the Charity.

f) Tangible fixed assets

Tangible fixed assets are capitalised if they can be used for more than one year and cost a minimum of £750. They are valued at cost or, if gifted, at the value to the charity less depreciation.

Depreciation is calculated to write off the cost of fixed assets over their expected useful lives on a straight line basis. The rates used are as follows:

Computer equipment	- 25% straight line
Refurbish	- 25% straight line

g) Taxation

As a registered charity, *Survive* is exempt from the tax on income falling within sections 466 to 493 of the Corporation Tax Act 2010 to the extent that this is applied to its charitable objects. No tax charges have arisen in the Company.

h) Fund accounting

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Trustees in accordance with the charitable objectives. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

i) Pension costs and other post-retirement benefits

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

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

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

2. ACCOUNTING POLICIES - continued

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and any short term deposit accounts with a maturity of three months or less from the date of opening.

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

3. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total	
			2024 £	2023 £
Donations and legacies	54,067	570,645	624,712	467,466
Other charitable activities	1,140	-	1,140	3,536
	<u>£ 55,207</u>	<u>£ 570,645</u>	<u>£ 625,852</u>	<u>£ 471,002</u>

In 2023 the amount of donations and legacies which related to restricted funds was £425,945.

4. INVESTMENT INCOME	Unrestricted Funds £	Restricted Funds £	Total	
			2024 £	2023 £
Deposit account interest	5,567	-	5,567	1,717

In 2023 the amount of investment income which related to restricted funds was £Nil.

5. RAISING FUNDS	Unrestricted Funds £	Restricted Funds £	Total	
			2024 £	2023 £
Staff costs	-	13,632	13,632	6,672
Administration costs	-	177	177	-
	<u>£ -</u>	<u>£ 13,809</u>	<u>£ 13,809</u>	<u>£ 6,672</u>

In 2023 the amount of expenditure on raising funds which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

6. SUPPORT COSTS

	Total	
	2024	2023
	£	£
Charitable support	490,064	401,993
Governance costs	1,825	2,850
	<u>£ 491,889</u>	<u>£ 404,843</u>

Administration	Unrestricted Funds	Restricted Funds	Total	
	£	£	2024	2023
			£	£
Wages	-	374,524	374,524	299,525
Staff training and travel expenses	632	9,598	10,230	3,017
Supervision	190	12,635	12,825	12,606
Rent and room hire	1,136	21,337	22,473	23,032
Utilities and cleaning	4,123	1,500	5,623	5,387
Web hosting and IT support	1,909	1,118	3,027	5,430
Office costs	2,487	7,429	9,916	7,772
Subscriptions	6,055	320	6,375	2,521
Repairs and maintenance	1,131	531	1,662	434
Health and wellbeing	2,607	-	2,607	1,894
Sessional counselling	2,415	960	3,375	-
External facilitators	861	19,443	20,304	20,970
Payroll charges	1,103	-	1,103	1,080
Bank charges	181	-	181	72
Advertising and web development	1,976	512	2,488	2,808
Insurance	3,002	100	3,102	3,222
Recruitment costs	1,767	380	2,147	2,186
Professional fees	541	660	1,201	3,963
Depreciation	6,901	-	6,901	6,074
	<u>£ 39,017</u>	<u>£ 451,047</u>	<u>£ 490,064</u>	<u>£ 401,993</u>

In 2023 the amount of administration costs which related to restricted funds was £299,435.

Governance costs	Unrestricted Funds	Restricted Funds	Total	
	£	£	2024	2023
			£	£
Independent examination fees	1,825	-	1,825	2,850

In 2023 the amount of governance costs which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	6,901	6,074
Independent examiners' fees	1,825	2,850
Other accountancy/payroll fees	1,103	1,080

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2024 (2023: Nil).

Trustees' expenses

There were no Trustees' expenses paid for in the year ended 31 March 2024 (2023: Nil).

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	343,840	279,624
Pension costs	19,543	14,576
Employers National Insurance	21,977	11,997
	<u>£385,360</u>	<u>£306,197</u>

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

	2024	2023
Employees (FTE)	<u>14</u>	<u>10</u>

No employees received emoluments in excess of £60,000.

The key management personnel of the Charity consists of 4 employees. These employees were paid a total of £139,861 in the year (2023: £123,810).

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

10. COMPARITIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	2022 £
INCOME AND ENDOWMENTS FROM				
Donations, legacies and grants	41,521	425,945	467,466	412,181
Other charitable activities	3,536	-	3,536	1,300
Investment income	1,717	-	1,717	845
TOTAL INCOME	46,774	425,945	472,719	414,326
EXPENDITURE ON				
Raising funds	6,672	-	6,672	4,194
Charitable activities	27,519	377,324	404,843	370,461
TOTAL EXPENDITURE	34,191	377,324	411,515	374,655
NET (EXPENDITURE)/INCOME	12,583	48,621	61,204	39,671
Total funds brought forward	114,752	88,503	203,255	163,584
TOTAL FUNDS CARRIED FORWARD	£ 127,335	£ 137,124	£ 264,459	£ 203,255

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

11. TANGIBLE FIXED ASSETS	Refurbish	Computer equipment £	Fixtures and Fittings £	Total £
Cost:				
At 1 April 2023	6,246	27,954	-	34,200
Additions	-	-	3,310	3,310
At 31 March 2024	6,246	27,954	3,310	37,510
Depreciation:				
At 1 April 2023	6,246	20,980	-	27,226
Charge for the year	-	6,074	827	6,901
At 31 March 2024	6,246	27,054	827	34,127
Net book values:				
At 31 March 2024	£ -	£ 900	£ 2,483	3,383
At 31 March 2023	£ -	£ 6,974	£ -	£ 6,974

12. DEBTORS	2024 £	2023 £
Debtors	-	40,246
Prepayments and accrued income	7,717	7,026
	£ 7,717	£ 47,272

13. CREDITORS amounts falling due within one year	2024 £	2023 £
Trade creditors	6,417	7,636
Social security and other taxes	4,016	4,059
Accrued expenses and deferred income	3,621	7,694
	£ 14,054	£ 19,389

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

14. MOVEMENT IN FUNDS

	Balance b/f at 01/04/2023 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2024 £
Unrestricted funds					
General funds	107,335	60,774	(39,948)	(34,300)	93,861
Designated funds					
- Planned closure	20,000	-	-	26,000	46,000
- IT renewals	-	-	(894)	8,300	7,406
	<u>127,335</u>	<u>60,774</u>	<u>-</u>	<u>40,842</u>	<u>147,267</u>
Restricted funds					
The National Lottery Community Fund	44,070	75,882	(86,627)	-	33,325
Office of Police, Fire, Crime Commissioner (OPFCC)	79,524	176,411	(88,811)	-	167,124
OPFCC EMDR and Trauma Therapy	-	34,033	(34,033)	-	-
Lloyds Bank Foundation	5,935	25,000	(15,721)	-	15,214
Rape Support Ministry of Justice	220	215,765	(208,237)	-	7,748
The Purey Cust Trust	7,270	7,953	(12,066)	-	3,157
East Riding Project	105	-	(105)	-	-
NHS ICS	-	19,875	(16,760)	-	3,115
University Students Project	-	15,726	(2,496)	-	13,230
	<u>137,124</u>	<u>570,645</u>	<u>(464,856)</u>	<u>-</u>	<u>242,913</u>
Total funds	<u>£ 264,459</u>	<u>£ 631,419</u>	<u>(£ 505,698)</u>	<u>£ -</u>	<u>£ 390,180</u>
Comparatives for movement in funds	Balance b/f at 01/04/2022 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2023 £
Unrestricted funds					
General funds	94,752	46,774	(34,191)	-	107,335
Designated funds	20,000	-	-	-	20,000
	<u>114,752</u>	<u>46,774</u>	<u>(34,191)</u>	<u>-</u>	<u>127,335</u>
Restricted funds					
The National Lottery Community Fund	26,638	49,798	(32,366)	-	44,070
Office of Police, Fire, Crime Commissioner (OPFCC)	41,947	136,714	(99,137)	-	79,524
OPFCC EMDR and Trauma Therapy	-	34,035	(34,035)	-	-
Lloyds Bank Foundation	8,768	25,000	(27,833)	-	5,935
Rape Support Ministry of Justice	785	100,800	(101,365)	-	220
Ministry of Justice COVID Recovery	-	65,426	(65,426)	-	-
The Purey Cust Trust	-	11,172	(3,902)	-	7,270
Duke of Devonshire Charitable Trust	4,601	-	(4,601)	-	-
East Riding Project	5,764	3,000	(8,659)	-	105
	<u>88,503</u>	<u>425,945</u>	<u>(377,324)</u>	<u>-</u>	<u>137,124</u>
Total funds	<u>£ 203,255</u>	<u>£ 472,719</u>	<u>(£ 411,515)</u>	<u>£ -</u>	<u>£ 264,459</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued**

15. Details of Funds Held

Unrestricted funds

The general fund is unrestricted and available for general purposes.

Designated funds

Designated for planned closure costs and redundancies.

Restricted funds

The restricted funds are only available for the purposes specified for each fund:

The National Lottery Community Fund

Developing income streams to help even more survivors thrive.

Office of Police, Fire, Crime Commissioner (OPFCC)

Counselling/Talking Therapies services to support identified victims of crime.

OPFCC, EMDR and Trauma Therapy

To support more survivors by providing EMDR and trauma therapy services.

Lloyds Bank Foundation

To provide support to survivors in the Ryedale area.

Rape Support Ministry of Justice

To deliver services to survivors of rape, sexual abuse, sexual assault and child sexual abuse.

Ministry of Justice COVID Recovery

Additional salary costs; staff training courses; purchase of additional equipment to facilitate remote working.

The Purey Cust Trust

To support Survive working towards delivering services differently to enable more survivors to access support and counselling.

Duke of Devonshire Charitable Trust

To provide counselling, support work, monitoring, evaluation, clinical supervision and equipment.

East Riding Project

Provision of counselling and support to survivors in the YO41, YO42, YO43 postcodes .

NHS ICS

A grant administered via York CVS to identify patient-survivors earlier in NHS primary healthcare, to establish a survivor pathway From the NHS into Survive and to establish an evidence base to make the case for future NHS investment into *Survive*.

University Students Project

Funds raised by students at York University at their annual Roses event and match funded by the Universities of York and Lancaster to provide a student pathway into Survive to act as a test pilot for future work with students.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024 - continued

16. ANALYSIS OF FUNDS

	Tangible fixed assets £	Current assets £	Current liabilities £	Total £
<i>Current Year</i>				
Unrestricted funds	2,483	150,439	(5,654)	147,268
Restricted funds	900	250,412	(8,400)	242,912
	<u>£3,383</u>	<u>£400,851</u>	<u>(£ 14,054)</u>	<u>£390,180</u>
<i>Prior Year</i>				
Unrestricted funds	5,623	141,101	(19,389)	127,335
Restricted funds	1,351	135,773	-	137,124
	<u>£6,974</u>	<u>£276,874</u>	<u>(£ 19,389)</u>	<u>£264,459</u>

17. RELATED PARTY DISCLOSURES

There have been no transactions with related parties in the current year.

The following pages do not form part of the statutory accounts.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

	2024		2023	
	£	£	£	£
INCOME				
Donations and legacies	624,712		467,466	
Other charitable activities	1,140		3,536	
		625,852		471,002
Investment Income				
Interest received	5,567		1,717	
		5,567		1,717
Total incoming resources		631,419		472,719
EXPENDITURE				
Raising donations and legacies				
Staff costs	13,632		6,672	
Administration costs	177		-	
Support costs				
Administration:				
Wages	371,728		299,525	
Staff training and travel expenses	10,230		3,017	
Supervision	12,825		12,606	
Rent and room hire	22,473		23,032	
Utilities and cleaning	8,419		5,387	
Web hosting and IT support	3,027		5,430	
Office costs	9,916		7,772	
Subscriptions	6,375		2,521	
Repairs and maintenance	1,662		434	
Health and wellbeing	2,607		1,894	
Sessional counselling	3,375		-	
External facilitators	20,304		20,970	
Payroll charges	1,103		1,080	
Bank charges	181		72	
Advertising and web development	2,488		2,808	
Insurance	3,102		3,222	
Independent examination	1,825		2,850	
Recruitment costs	2,147		2,186	
Professional fees	1,201		3,963	
Depreciation	6,901		6,074	
Total expenditure		505,698		411,515
Net Income		£125,721		£61,204

Accounts

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)
REGISTERED CHARITY NUMBER: 1069129
BACP MEMBERSHIP NUMBER: 00104488



**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
FOR
SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)**

**HPH
Chartered Accountants
54 Bootham
YORK
YO30 7XZ**

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

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Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS

REGISTERED OFFICE

2nd Floor
25 Micklegate
YORK
YO1 6JH

TRUSTEE / DIRECTORS IN 2022-23

Evelyn Hodgson		
Susan Kane		Resigned April 2023
Sally King		
Sarah MacCallum	Board Secretary	Resigned October 2022
Peter Meek	Treasurer	Resigned October 2022
	Acting Chair	Appointed June 2021, Resigned October 2022
Ann Morgan	Acting Chair	Appointed October 2022
	Chair	Appointed May 2023
Lionel Myers	Treasurer	Appointed September 2022 (Treasurer from March 2023)
Joy Onyinyechi Ekpeh		Appointed January 2023
Safeena Rafiq		Resigned May 2023
Cheryl Saggars		Resigned July 2023
Laura Thomas		Appointed March 2023
Maria Kaye		Appointed October 2022, Resigned May 2023
Amy Bullard		Resigned April 2022
Hillary Conroy		Resigned July 2022

TRUSTEE / DIRECTORS at the date the report was approved

Evelyn Hodgson
Sally King
Ann Morgan Chair
Lionel Myers Treasurer
Joy Onyinyechi Ekpeh
Laura Thomas

COMPANY SECRETARY Margaret Godderidge

INDEPENDENT EXAMINER A. C. Rodaway, FCP, BFP. DChA
HPH, Chartered Accountants, 54 Bootham, YORK, YO30 7XZ

MAJOR FUNDERS Lloyds Bank Foundation
Ministry of Justice
North Yorkshire Office of the Police, Fire & Crime Commissioner
The National Lottery
The Purey Cust Trust

Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS continued

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31 March 2023. The financial statements comply with the Companies Act 2006 and Accounting and Reporting by Charities, Statement of Recommended Practice (SORP 2015) applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

FOREWORD – by the *Survive* CEO Mags Godderidge

It has been another year of client growth for *Survive*. More survivors of sexual violence sought out our specialist services than ever before.

Last year, *Survive* had 11,172 contacts with 1,589 unique individuals; conducted 721 initial assessments; and delivered 4,095 counselling or support work sessions. What is so extraordinary is that we achieved all this with just 10 full-time equivalent staff, 4 volunteers and 7 trustees. *Survive* could not do what it does without the dedication and commitment of its staff, volunteers and trustees. I am so grateful to every one of them without whom *Survive* could not operate. In addition to their individual skills and knowledge, they bring compassion, kindness and hope to survivors.

During the reporting period, *Survive* received 933 new referrals – a 40% increase in the previous year. Around half of these new referrals (51%) came via the Office for Police, Fire and Crime Commissioner (OPFCC) funded Victims of Crime contract and around a fifth came from the NHS (23%) or were self-referrals (22%). The largest percentage increase in source of new referrals was self-referrals - up from 2.5% in 2021/22. This unprecedented demand for our specialist, trauma-informed services and surge in self-referrals was likely driven by the intense local, regional and national focus on Violence Against Women and Girls (VAWG), the publication of the final report by Independent Inquiry into Child Sexual Abuse (IICSA) and continued publicity and media coverage surrounding sexual violence.

Against the backdrop of increased demand and a cost-of living crisis, *Survive* achieved a great deal: we increased capacity and saw more survivors more quickly. In addition, we adopted hybrid delivery of services; better evidenced survivor outcomes; and improved recruitment processes to attract diverse talent. We continued to invest in our people and deliver initiatives to make *Survive* a great place to work. We secured BACP membership and started The Survivors' Trust (TST) accreditation process. We also contributed to relevant steering groups, networks and partnerships.

As part of our courageous advocacy value, we shone a spotlight on sexual violence, its impact and the need for compassion and long-term funded support for survivors.

Survive welcomed new guidance issued by the Information Commissioner's Office (ICO) and Crown Prosecution Service (CPS) in May 2022 meaning survivors can now choose to access therapy before and during a trial. However, we have not welcomed the increase in requests from Police and prosecutors for access to survivor's counselling records. It is intrusive, re-traumatising and in most cases, unnecessary and disproportionate.

Trustees' Annual Report

FOREWORD continued

Survive is also concerned by an emerging pattern of prosecutors telling survivors that final charging decisions will be based on the content of counselling records. We have updated our disclosure policy and stand with survivors in keeping information, that is almost certainly special category data, private and will robustly rebuff any such information requests. We will lobby relevant authorities to highlight and challenge this and seek changes in practice.

Towards the end of the reporting period, we reapplied to the Ministry of Justice (MoJ) Rape and Sexual Abuse Support Fund (RASAF), retendered for the OPFCC Victims of Crime contract and bid for new NHS Integrated Care System (ICS) funding. I am delighted to report that all three were successful, however, these funds alone will not be enough to cover the surge in demand for our services. At the present time, there are around 350 survivors waiting for our support. We hope the current UK-wide focus on VAWG will create heightened awareness of the need for more funding to help agencies like ours help even more survivors.

At the heart of what we do are the survivors - individuals who through no fault of their own have had their lives turned upside down and changed forever because of a heinous crime committed on them. I remain moved and inspired by their bravery and courage – each one on their own personal journey. I am humbled by the trust they place in *Survive* to help them to come to terms with what has happened to them and will continue to do whatever it takes to get them the support they need to rebuild their lives, relationships and reach their potential.

OUR OBJECTIVES

Taken from the *Survive Memorandum of Association* as updated and approved at the Annual General Meeting held in October 2021:

The objects of the company (charity) shall be to relieve the needs of individuals affected by sexual and domestic violence by:

1. Providing support to alleviate the trauma and distress caused by sexual violence including rape, sexual assault, child sexual abuse and any other form of sexual violence (wherever it occurs) including that which occurs within domestic violence and to alleviate the trauma and distress caused by domestic violence;
2. Offering a comprehensive range of therapeutic support, help, assistance and interventions to survivors and their families, in order to help them to rebuild their lives after the trauma and distress caused by sexual violence;
3. Advocating for those who have experienced sexual violence (in whatever form, and wherever it may have occurred);
4. Educating and raising awareness about the issues surrounding sexual violence and its impact on individuals to reduce and eradicate all forms of sexual violence;
5. or through any other mechanism(s) agreed by the trustees in accordance with the charity's objects.

Trustees' Annual Report

OUR VISION, MISSION & VALUES

Our Vision is for all adults who have been subjected to rape, sexual assault, or child sexual abuse (CSA) to have access to our highly valued services to find relief from distress, discover self-worth, reconnect with lives and relationships, and explore and achieve their full potential.

Our Mission is to work to help adult survivors of rape, sexual assault or child sexual abuse rebuild their lives, relationships and reach their potential by delivering specialist, trauma-informed services.

Our Values underpin everything we do – from our work with clients to our interactions with stakeholders to our statements to the media:

Integrity	At all times, <i>Survive</i> will strive to communicate in an open, honest, and transparent way. Our relationships with survivors will be based on mutual respect and trust. We will offer a safe space to survivors of sexual trauma where they can explore and talk about what has happened to them.
Inclusive	<i>Survive's</i> ethos is that everyone is equal. We respect differences while embracing diversity.
Enabling	<i>Survive</i> believes in survivor autonomy. We believe survivors are best placed to know what they need. We facilitate their exploration of options to make informed decisions. We put survivors at the heart of what we do. We develop and deliver a range of accessible, quality and evidenced-based services and innovate to meet the changing needs of survivors. By offering autonomy, we not only offer informed choices, we build confidence.
Hope	<i>Survive</i> strives to be compassionate in all that we do. We offer hope for positive change by helping our clients make sense of what has happened to them and reduce their feelings of isolation. By promoting self-worth, we help survivors find relief from the pain caused by sexual trauma and paths to reconnect with their lives and relationships.
Courageous Advocacy	<i>Survive</i> will challenge those who do not support survivors. We will strive to raise awareness in all communities of the signs, prevalence and impact of sexual trauma including that which occurs between those who are or have been intimate partners. As the voice of survivors, we will challenge myths about sexual abuse. We will challenge and educate those in authority, in communities and in institutions to help them understand the pain of sexual trauma.

Trustees' Annual Report

OUR STRATEGY

The *Survive* Strategy is reviewed by the CEO and the Board on at least a quarterly basis. It is expressed in terms of the noticeable outcomes we aim to deliver for each of our stakeholder groups:

CLIENTS

OUTCOMES TO DELIVER	PROGRESS IN 2022-23
1. Survivors understand and are in control of their <i>Survive</i> journey, making informed decisions about what services to access and when and at a pace that is right for them.	Increased capacity.
2. The spaces we use will be safe, comfortable, and accessible to all.	Set-up client journey working group.
3. <i>Survive</i> has sufficient capacity across all services meaning we will be available when survivors are ready to talk, and no one will have to wait for our support. <i>Survive</i> will deliver a seamless service to survivors who require more than one service. Our range of services will be embedded in our local communities and support those affected directly or indirectly by sexual violence.	Continued to deliver the OPFCC contract for Victims of Crime. Helped survivors make informed decisions through <i>Choices</i> service, in responses to disclosure requests and installed translation tool to website.
4. We can evidence our services help survivors cope, stabilise, recover, rebuild, and thrive.	Adopted hybrid delivery of services ongoing.
5. Survivors who have completed their <i>Survive</i> journey will be our greatest ambassadors and advocates, widely sharing their positive praise and allowing us to sensitively share their stories. They will volunteer, work, or fundraise for us and inspire, encourage, and give hope to other survivors as they co-facilitate group work.	Changed operating hours of Helpline. Supported survivors in East Riding of Yorkshire. Facilitated specialist support for dual experience clients. Evidenced our impact.

PEOPLE

OUTCOMES TO DELIVER	PROGRESS IN 2022-23
1. <i>Survive</i> will have a diverse team which reflects the communities we serve.	Improved recruitment processes to attract diverse talent.
2. <i>Survive</i> will be a great place to work, volunteer or be a trustee. Staff, volunteers, and trustees will feel motivated, respected, and valued and proudly share stories about the difference their role within <i>Survive</i> makes to them personally.	Became a Disability Confident employer.
3. Staff, volunteers and trustees will feel connected to each other and to <i>Survive</i> and work together to achieve the best outcomes for survivors.	Maintained our commitment to being a Real Living Wage employer.
4. Staff, volunteers and trustees have access to in-house and external training and support.	Delivered initiatives to help make <i>Survive</i> a great place to work
5. Staff and volunteers are listened to and feel able to give feedback about the things that matter most to them.	Adopted hybrid working ongoing.
6. We have flexible working patterns which make full use of technology, meet the needs of clients, and enable us to increase capacity whilst retaining a work/life balance.	Launched annual wellbeing survey. Invested in our people

Trustees' Annual Report

OUR STRATEGY continued

PARTNERS & FUNDERS

OUTCOMES TO DELIVER	PROGRESS IN 2022-23
1. Our partners are clear on what specialist services we provide and the tangible difference we make to survivors of sexual violence.	Set-up client journey working group. Evidenced our impact. Delivered quality and safe services. Secured BACP membership. Started TST accreditation process. Contributed to relevant steering groups, networks and partnerships. Secured diverse funding. Delivered training and presentations.
2. <i>Survive</i> has a reputation for delivering safe, quality, evidence-based specialist services to survivors of sexual violence.	
3. The referral process is simple, seamless, and secure and captures sufficient personal data at the point of referral. Where appropriate, we work with others to develop bespoke and holistic care pathways which optimise outcomes for survivors.	
4. <i>Survive</i> works collaboratively with organisations who share our views and values.	
5. We have a diverse and sustainable income.	
6. <i>Survive</i> is recognised as expert in the field of sexual trauma and will be educating others through the delivery of paid-for training.	

COMMUNITIES

OUTCOMES TO DELIVER	PROGRESS IN 2022-23
1. Our local communities will know the difference we make in helping survivors rebuild lives, relationships and reach full potential.	Evidenced our impact. Contributed to relevant steering groups, networks and partnerships. Secured diverse income. # Delivered training and presentations. Engaged with the media. Contributed to relevant steering groups and partnerships. Developed relationships with relevant networks.
2. Survivors, friends, and supporters of <i>Survive</i> will be actively involved in raising awareness of <i>Survive</i> and raising funds for our specialist services.	
3. Media outlets will proactively approach us for comment on relevant or breaking news stories because they know what we do and the difference we make to survivors and recognise our knowledge and expertise regarding sexual violence.	
4. Our communities and wider society will better understand the prevalence and impact of sexual violence, and the additional, cumulative harm caused by the perpetuation of sexual violence myths. Perceptions about sexual violence will change, society will empathise with survivors and understand their needs and survivors will feel able and supported to share their stories without stigma or shame.	
5. Children and young people in our local community will know what consent means, know about sexual violence and how to signpost survivors to support and know how to safely challenge inappropriate behaviours whenever and wherever they are encountered.	

Trustees' Annual Report

OUR PERFORMANCE IN 2022-23 continued

Increased capacity

We saw unprecedented demand for *Survive*'s specialist trauma-informed services. In 2022/23, *Survive* received 933 new referrals – up 40% on the previous year (668 in 2021/22 and 544 in 2020/21). Referrals via the OPFCC-funded Supporting Victims Team increased by 17% to 471 having been relatively static for the two previous years (404 in 2021/22 and 400 in 2020/21). Referrals from the NHS increased to 219 up from 148 in 2021/22 and 60 in 2020/21. The largest percentage increase was seen in self-referrals - up from 2.5% in 2021/22 to 22% of all new referrals in 2022/23. This unprecedented demand for our services has likely been driven by local, regional and national focus on Violence Against Women and Girls (VAWG) strategies encouraging women and girls to report sexual violence to the Police and seek help to cope and recover from the impact. In response to this unprecedented demand, we secured additional funding from the OPFCC for trauma therapy only and additional funds from the Ministry of Justice (MoJ) which allowed us to increase capacity by expanding our team of counsellors and trauma/EMDR therapists.

Set-up client journey working group

We started work on identifying system improvements to help us increase capacity further to respond to demand for our service.

Continued to deliver the OPFCC contract for Victims of Crime

Survive continued to deliver counselling to survivors of sexual and/or domestic abuse in York and North Yorkshire (excluding Ryedale) under the OPFCC funded contract and continued to sub-contract other Victims of Crimes with enhanced entitlements to Community Counselling Limited.

Helped survivors make informed decisions

We launched our new *Choices* services for current and former clients to help survivors make informed decisions about their options including, though not limited to, reporting, not reporting, supplying anonymous intelligence or engaging with Restorative Justice. We helped clients make informed decisions about whether to disclose some, none or all of their counselling records to the Police and prosecutors and, when asked to do so by clients and former clients, provided them with bespoke reports. We also installed a translation tool on our website - to make information about our services more accessible.

Adopted hybrid delivery of services ongoing

We moved to hybrid delivery of services ongoing giving survivors a choice of accessing services face-to-face, online or via telephone or a combination of these to suit their needs.

Changed operating hours of Helpline

We changed the operating hours from two evenings a week to Monday-Thursdays from 10am to 12 noon and introduced outward bound 'welfare check' calls, where appropriate. These changes have resulted in an increase in calls from both survivors and professionals.

Trustees' Annual Report

OUR PERFORMANCE IN 2022-23 continued

Supported survivors in East Riding of Yorkshire

We continued to support survivors in the YO41, YO42 and YO43 postcodes of rural East Riding of Yorkshire.

Facilitated specialist support for dual experience clients

We continued to facilitate specialist support via an OPFCC-funded Stop So registered therapist for survivors of sexual violence who had also perpetrated or been accused of perpetrating sexual offences.

Evidenced our impact

We collated and presented data to third parties about how our services help survivors cope, stabilise, recover, rebuild their lives and thrive. We secured more survivor case studies and also put a case study to film as part of OPFCC-funded VAWG 16 days of action initiative in November 2022. We also made it easier for clients to provide feedback about our services via an online survey.

Improved recruitment processes to attract diverse talent

Survive became a disability confident employer meaning those with a disability who met the role criteria were automatically offered an interview at the sifting stage. We also introduced values-based recruitment and shared interview questions with candidates ahead of their interview. We changed where employment, volunteering and trustee opportunities were advertised and successfully recruited people from more diverse backgrounds.

Delivered initiatives to make *Survive* a great place to work

We continued to deliver initiatives to help make *Survive* a great place to work and introduced some new ones. We continued to deliver comprehensive inductions to new starters, have annual appraisals for our people, subsidised regular team building activities (e.g. crafting events), had monthly team meetings and issued monthly Team Talk newsletters, funded a health and wellbeing package for staff and contributed 5% to staff pensions.

In response to the cost-of-living crisis, *Survive* also shared a tax rebate between all staff as a one-off bonus – based on the number of hours each worked and continued its commitment to being a Real Living Wage employer. We also adopted hybrid working ongoing giving our people the flexibility to sometimes work remotely, contributing to a better work/life balance.

Launched annual wellbeing survey

Survive launched an annual wellbeing survey to build on successes and to learn and improve the staff/volunteer experience.

Invested in our people

Survive continued to invest in its people. We delivered or facilitated access to training on Vicarious trauma; Working with disabled clients; Working with Interpreters; Dissociative Identity Disorder; Delivering Groupwork; EMDR; Narcissistic Injuries and Neglect in Relational Trauma; ACAS Training for Line Managers; Safeguarding Lead training for all Lead Counsellors; and coaching and mentoring for line managers. We continued to invite guest speakers to monthly meetings to increase our understanding of the work of other organisations in order to better help our clients.

Trustees' Annual Report

OUR PERFORMANCE IN 2022-23 continued

Delivered quality and safe services

Survive continued to review and update its practice policies and procedures. During the reporting period, *Survive* secured BACP membership and started The Survivors Trust (TST) accreditation process.

Contributed to relevant steering groups, networks and partnerships

Survive continued membership of the OPFCC Sexual Violence Steering Group; OPFCC VAWG Professionals working group; Humberside VAWG working group; University of York Sexual Violence steering group; PEPSY; joined York Complex Emotional Needs network and North Yorkshire Tees Esk Wear Valley (TEWV) led Complex Emotional Needs network; and joined York CVS VCSE Health Alliance. *Survive* continued to regularly engage with TEWV – sharing knowledge, learning and a vision of a York and North Yorkshire trauma-informed approach to survivors of sexual violence. *Survive* also contributed to TST-led meetings and workshops for CEOs, clinical leads, Helplines and ISVAs.

Secured diverse funding

During the reporting period, *Survive* secured funding from, though not limited to: OPFCC Victims of Crime contract; increased MoJ grant; new NHS-ICS funding for a pilot project to trial *Survive* counsellor/s in GP surgeries; funding to support survivors affected by church abuse; two-year unrestricted funding from Lloyds Bank Foundation; three-year grant from The Purey Cust Trust; a grant from the Shepherd Group Community Support Fund; and donations following a cost-of-living appeal letter. *Survive* was also the chosen charity partner for the all-female brass band Femmes Fortissimo and the charity partner for the University of York ROSES 2023 event.

Delivered training and presentations

Survive delivered training and presentations to various parties including the National Catholic Safeguarding Conference.

Engaged with the media

Survive issued regular press releases and responded to press, TV and radio enquiries and supported the University of York with various activities during Sexual Violence Awareness Week. Following the publication of the final report by the Independent Inquiry into Child Sexual Abuse (IICSA), we proactively appealed to the Prime Minister to adopt the IICSA recommendations in full. We also highlighted the positive changes to pre-trial therapy guidance allowing survivors to access support before or during a trial based on their individual needs and what they want.

Trustees' Annual Report

FUTURE PLANS

We are not complacent; there is still much work to do if we are to achieve the noticeable differences laid out in our strategy. In the coming year, we plan to:

- Secure TST and BACP accreditations;
- Launch a pilot project in GP surgeries with NHS-ICS funding;
- Explore a pathway for student survivors;
- Update our communications plan and fundraising strategy considering the unprecedented demand we are seeing for our services and the financial responsibilities and implications which come with a fast-growing charity;
- Recruit a marketing and fundraising coordinator to deliver our communications plan, including our social media strategy, eNewsletter and stewardship of our funders and supporters;
- Commission research to evidence the difference we make to survivors of sexual violence.

GOVERNANCE, MANAGEMENT & ORGANISATION

GOVERNANCE

The governance of *Survive* is decreed by the *Memorandum of Association - October 2021*. Specified in this document are the powers and duties of the Trustees, and of the Members.

The Board meets regularly with the Chief Executive Officer (CEO) and other managers to guide strategy and exercise oversight of operations in line with the charity's Objects.

The Annual General Meeting of all Members includes the election of all Trustees and Officers, and consideration of the Annual Report and Accounts.

Currently the Board delegates authority to three standing sub-committees, each made up of Trustees and staff. Additional Trustee-chaired or CEO-chaired task groups are constituted and remitted by the Board as and when required.

BOARD OF TRUSTEES		
FINANCE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to financial management and reporting, financial audit and controls, and purchase contracts.	MARKETING & FUNDRAISING SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in all matters relating to marketing, publicity, and fundraising.	PEOPLE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to human resources management – covering employees, contractors, volunteers, trustees, and consultants.

Trustees' Annual Report

GOVERNANCE, MANAGEMENT & ORGANISATION continued

During the reporting period, *Survive* set up a trustee-led client journey working group to identify system improvements to help *Survive* further increase capacity to respond to unprecedented demand for our service. We also involved staff, volunteers and trustees in reviewing and updating a review of *Survive*'s strengths, weaknesses, opportunities and threats (SWOT) and generated an updated STEEPLE analysis.

MANAGEMENT & ORGANISATION

Executive leadership and management of *Survive* is vested in the role of CEO.

The Senior Management Team (SMT) is made up of the CEO, Operations Manager, Counselling Services Manager and Support Services Manager. The SMT meets regularly.

The composition of the SMT reflects the organisation structure:

CEO		
Operations Manager	Counselling Services Manager	Support Services Manager
Administration Team	Counselling Team	Support Work Team

Appointment of trustees:

At the first and every Annual General Meeting, all officers and one-third of the nominated members of the Board of Trustees, or if their number is not a multiple of three then the number nearest to one-third, shall retire from office. The members to retire shall be those longest in office since their last election. Regarding members of the Board of Trustees who have been in office for the same length of time, the members to retire shall be selected by lot. A retiring Board member shall be eligible for re-nomination. Co-opted members of the Board shall retire at the Annual General Meeting following their appointment but shall be eligible for further co-option.

The Board identifies the need for additional trustees arising from resignations or through the identification of specific requirements for skills and experience.

Trustee vacancies are publicised in appropriate forums and on the *Survive* website – they are based on generic or specific role descriptions, as required. Adverts will be placed on specific job boards such as Young Trustees, Queer Trustees, Action for Trustee Racial Diversity UK.

Prospective trustees can approach the charity of their own volition. Although *Survive* has a need for Trustees with specific skills and knowledge, a number of positions are generic to achieve a Board with a mix of backgrounds and life experience.

Prospective Trustees wishing to discuss specific access requirements to enable them to take up the role can contact a named individual – details to be given on the role advert.

Trustees' Annual Report

RISK MANAGEMENT

The CEO and Trustees of *Survive* have assessed the risks to which the charity is exposed and are satisfied that processes and systems have been established to mitigate them and ensure the long-term viability of *Survive*. Led by the CEO, Risk Management is a standing item on the Board's agenda and the agendas of the SMT and sub-committee meetings.

A Business Continuity Policy has been established, and an Incident Management Procedure has been devised. A business continuity test is held annually.

During the reporting period, *Survive* continued to monitor and manage risks including the cost-of-living crisis and its subsequent impact on staff turnover and retention as well as increased costs and a decrease in personal donations. The surge in demand for *Survive's* specialist services continued to be a challenge.

The *Survive* Risk Register details all risks and mitigations, categorised under the following broad headings:

CATEGORY	NATURE OF RISK	SAFEGUARDS & MITIGATIONS
Governance	Failure to deliver the charity's Objects	- Robust Board and Management processes; - Rigorous Trustee and Manager selection, recruitment, and induction.
	Loss of strategic direction and / or management effectiveness	- Strategy reviewed and updated annually; - Business planning on quarterly cycle; - Performance and impact management.
External	Reputational damage perceived by public, funders and/or clients	- Communications strategy and explicit PR management; - Focus on Safeguarding; - Implementation of EDI Policy.
Regulatory and Compliance	Failure to comply on time and in full	- Adherence to charity governance codes and financial regulations; - Ongoing reviews of policies & procedures; - BACP membership; - Accreditation by <i>The Survivor's Trust</i>.
Financial	Loss of funding	- Funding strategy emphasising diversity of funding streams; - Development of income generation capability; - Excellence in delivery.
	Loss of financial control	- Robust financial reporting and control procedures; cash flow forecasting; - Sound financial policies, procedures, and authorisations; separation of duties; - Annual independent external inspection / audit.

Trustees' Annual Report

RISK MANAGEMENT continued

Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	• Blended approach to service delivery. • Measurement of service performance against KPIs and outcomes for survivors. • Ongoing reviews/updates of practice policies and procedures in line with BACP/TST standards. • On-going monitoring of skills levels, clinical supervision, capacity, recruitment, and retention. • Performance management.
	Insufficient or inappropriate infrastructure to enable staff to deliver high quality services – accommodation, IT systems, IT hardware, etc.	• Investment in information management, IT systems such as CharityLog, and IT infrastructure (particularly to enable secure remote working). • Operation of satellite counselling locations positioned within the communities we support. • Health & Safety programme.
	Failure of cybersecurity measures	• Business Continuity policy and Incident Management Procedures in place. • Annual Business Continuity Test.

PUBLIC BENEFIT

The Trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales.

FINANCIAL REVIEW

The total income for 1st April 2022 to 31st March 2023 was £472,719. This shows an increase of income of £58,393 (+14%) compared to the previous year (£414,326). All funding received has enabled service delivery and organisational running to provide vital support for our clients. It allowed *Survive* to continue providing critical support during the ongoing Covid-19 pandemic, with increased demand for our service and clients referred were often experiencing increasingly complex needs.

The expenditure over this period was £411,515, with an increase in expenditure of £36,860 (+10%) compared to the previous year (£374,655 expenditure in 2021/22). The net income for 2022/23 is £61,204 and funds brought forward on 1st April 2022 were £203,255. Therefore, the total funds carried forward 31st March 2023 were £264,459.

Trustees' Annual Report

RESERVES POLICY

Survive aims to accumulate sufficient free reserves of unrestricted funds not committed or invested in tangible fixed assets in order to:

- support those projects, and the general costs of the organisation, where expenditure is incurred before funding is reclaimed;
- finance development of new activities to the stage where external funding can be obtained;
- provide time to seek new funding sources at a project's conclusion or facilitate restructuring of the organisation whilst meeting its on-going obligations;
- meet the costs of a planned closure.

The Trustees of *Survive* aim to hold free reserves equivalent to approximately six months budget-level expenditure of unrestricted funds. For the 2023-24 financial year this would equate to free reserves of £250,000 which means that there is a gap in the level of reserves needed of £148,288. The Trustees will aim to increase the level of reserves held during the coming year.

Independent examiner

Mr Adrian Rodaway FCA, BFP, DChA of HPH, Chartered Accountants was appointed Independent Examiner to the charity during the year.

Approved by the Board of Trustees on 20 September 2023 and signed on their behalf by:



Ann Morgan – Chair of Trustees

Independent Examiner's Report to the Trustees of Survive (Support for Survivors of Rape and Sexual Abuse)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's 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 charity'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 member of the Institute of Chartered Accountants England and Wales (ICAEW), 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:

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.

HPH Chartered Accountants
54 Bootham
YORK
YO30 7XZ

Adrian Rodaway

Adrian Rodaway, FCA, BFP, DChA
20 September 2023

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	2022 £
INCOME AND ENDOWMENTS FROM					
Donations, legacies and grants	3	41,521	425,945	467,466	412,181
Other charitable activities	3	3,536	-	3,536	1,300
Investment income	4	1,717	-	1,717	845
TOTAL INCOME	14	46,774	425,945	472,719	414,326
EXPENDITURE ON					
Raising funds	5	6,672	-	6,672	4,194
Charitable activities	6	27,519	377,324	404,843	370,461
TOTAL EXPENDITURE	14	34,191	377,324	411,515	374,655
NET INCOME		12,583	48,621	61,204	39,671
Total funds brought forward		114,752	88,503	203,255	163,584
TOTAL FUNDS CARRIED FORWARD		£ 127,335	£ 137,124	£ 264,459	£ 203,255

CONTINUING OPERATIONS

Income and net movement in funds derive wholly from continuing operations.

The notes on pages 20 to 29 form part of these financial statements.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2023
Registration number: 03455000

	Note	Unrestricted Fund	Restricted Fund	2023 £	2022 £
FIXED ASSETS					
Tangible fixed assets	11	5,623	1,351	6,974	11,247
		<u>5,623</u>	<u>1,351</u>	<u>6,974</u>	<u>11,247</u>
CURRENT ASSETS					
Debtors	12	47,272	-	47,272	4,504
Cash at bank and in hand		93,829	135,773	229,602	204,626
		<u>141,101</u>	<u>135,773</u>	<u>276,874</u>	<u>209,130</u>
CREDITORS					
Amounts falling due within one year	13	19,389	-	19,389	17,122
		<u>121,712</u>	<u>135,773</u>	<u>257,485</u>	<u>192,008</u>
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>127,335</u>	<u>137,124</u>	<u>264,459</u>	<u>203,255</u>
NET ASSETS/(LIABILITIES)					
		<u>£ 127,335</u>	<u>£ 137,124</u>	<u>£ 264,459</u>	<u>£ 203,255</u>
REPRESENTED BY					
Unrestricted funds	14	107,335	-	107,335	94,752
Unrestricted designated funds	14	20,000	-	20,000	20,000
Restricted funds	14	-	137,124	137,124	88,503
		<u>£ 127,335</u>	<u>£ 137,124</u>	<u>£ 264,459</u>	<u>£ 203,255</u>

The notes on pages 20 to 29 form part of these financial statements.

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

Directors' 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; and

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the micro-entity provisions of the Companies Act 2006.

The financial statement were approved by the Board of Trustees and authorised for issue on 20 September 2023 and were signed on it's behalf by:

Ann Morgan

Ann Morgan - Director and Trustee

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	1	26,777	59,126
Net cash provided by operating activities		<u>26,777</u>	<u>59,126</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of tangible fixed assets		(1,801)	-
Net cash (used in)/provided by investing activities		<u>(1,801)</u>	<u>-</u>
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		24,976	59,126
Cash and cash equivalents at the beginning of the reporting period		204,626	145,500
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		<u>229,602</u>	<u>204,626</u>

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2023

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOWS
FROM OPERATING ACTIVITIES**

	2023	2022
	£	£
Net income for the reporting period (as per the Statement of Financials Activities)	61,204	39,671
Adjustments for:		
Depreciation charges	6,074	6,538
(Increase)/Decrease in debtors	(42,768)	215
Increase in creditors	2,267	12,702
Net cash flow provided by operations	£ 26,777	£ 59,126

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	229,602	204,626
	£ 229,602	£ 204,626

ANALYSIS OF CHANGES IN NET FUNDS	At 01/04/2022	Cash Flow	At 31/03/2023
	£	£	£
Cash at bank	204,626	24,976	229,602
Total	£ 204,626	£ 24,976	£ 229,602

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. 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) Legal entity

Survive is regulated by the Charity Commission (1069129), limited by guarantee and is registered in England and Wales. The address of the registered office and principal place of business is 2nd Floor, 25 Micklegate, York, YO1 6JH.

b) Basis of preparing the financial statements

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 (FRS102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and the Companies Act 2006, the Charities Act 2011.

Survive 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(s).

The accounts are presented in UK Sterling pounds (£).

c) Going concern

Special consideration has been given to the COVID-19 pandemic impact. The Trustees have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the Charity to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the Charity is a going concern.

d) Income

Donations

Donations receivable for the general purpose of the Charity are credited to "unrestricted funds". Donations for purposes restricted by the wishes of the donor are taken to "restricted funds" where these wishes are legally binding on the Trustees.

Other trading activities

All other incoming resources are included in the Statement of Financial Position (SoFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Investment income

Investment income has been accounted for on a cash receipt basis.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

2. ACCOUNTING POLICIES - continued

e) Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate.

Governance costs are costs associated with constitutional and statutory requirements. They include audit fees and estimated costs linked to the strategic management of the Charity. Support costs are those incurred directly in support of expenditure on the objects of the

f) Tangible fixed assets

Tangible fixed assets are capitalised if they can be used for more than one year and cost a minimum of £750. They are valued at cost or, if gifted, at the value to the charity less depreciation.

Depreciation is calculated to write off the cost of fixed assets over their expected useful lives on a straight line basis. The rates used are as follows:

Computer equipment	- 25% straight line
Refurbish	- 25% straight line

g) Taxation

As a registered charity, *Survive* is exempt from the tax on income falling within sections 466 to 493 of the Corporation Tax Act 2010 to the extent that this is applied to its charitable objects. No tax charges have arisen in the Company.

h) Fund accounting

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Trustees in accordance with the charitable objectives. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

i) Pension costs and other post-retirement benefits

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

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

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

2. ACCOUNTING POLICIES - continued

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and any short term deposit accounts with a maturity of three months or less from the date of opening.

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

3. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total	
			2023 £	2022 £
Donations and legacies	41,521	425,945	467,466	412,181
Other charitable activities	3,536	-	3,536	1,300
	<u>£ 45,057</u>	<u>£ 425,945</u>	<u>£ 471,002</u>	<u>£ 413,481</u>

In 2022 the amount of donations and legacies which related to restricted funds was £353,910.

4. INVESTMENT INCOME	Unrestricted Funds £	Restricted Funds £	Total	
			2023 £	2022 £
Deposit account interest	1,717	-	1,717	845

In 2022 the amount of investment income which related to restricted funds was £Nil.

5. RAISING FUNDS	Unrestricted Funds £	Restricted Funds £	Total	
			2023 £	2022 £
Staff costs	6,672	-	6,672	4,194

In 2022 the amount of expenditure on raising funds which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

6. SUPPORT COSTS

	Total	
	2023	2022
	£	£
Charitable support	401,993	368,361
Governance costs	2,850	2,100
	<u>£ 404,843</u>	<u>£ 370,461</u>

Administration	Unrestricted Funds	Restricted Funds	Total	
	£	£	2023	2022
			£	£
Wages	5,300	294,225	299,525	276,931
Staff training and travel expenses	70	2,947	3,017	8,888
Supervision	150	12,456	12,606	4,047
Rent and room hire	-	23,032	23,032	17,548
Utilities and cleaning	7	5,380	5,387	4,328
Web hosting and IT support	4,542	888	5,430	14,451
Office costs	2,208	5,564	7,772	7,283
Subscriptions	2,521	-	2,521	1,189
Repairs and maintenance	434	-	434	641
Health and wellbeing	1,894	-	1,894	945
Sessional counselling	-	-	-	2,218
External facilitators	-	20,970	20,970	14,680
Payroll charges	1,080	-	1,080	1,080
Bank charges	72	-	72	118
Advertising and web development	2,064	744	2,808	3,083
Insurance	3,222	-	3,222	2,872
Recruitment costs	68	2,118	2,186	1,388
Professional fees	1,933	2,030	3,963	133
Depreciation	5,624	450	6,074	6,538
	<u>£ 31,189</u>	<u>£ 370,804</u>	<u>£ 401,993</u>	<u>£ 368,361</u>

In 2022 the amount of administration costs which related to restricted funds was £299,435.

Governance costs	Unrestricted Funds	Restricted Funds	Total	
	£	£	2023	2022
			£	£
Independent examination fees	2,850	-	2,850	2,100

In 2022 the amount of governance costs which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Depreciation - owned assets	6,074	6,538
Independent examiners' fees	2,850	2,100
Other accountancy/payroll fees	1,080	1,080

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2023 (2022: Nil).

Trustees' expenses

There were no Trustees' expenses paid for in the year ended 31 March 2023 (2022: Nil).

9. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	279,624	261,464
Pension costs	14,576	9,936
Employers National Insurance	11,997	9,725
	£306,197	£281,125

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

	2023	2022
Employees (FTE)	10	10

No employees received emoluments in excess of £60,000.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	2021 £
INCOME AND ENDOWMENTS FROM				
Donations, legacies and grants	58,271	353,910	412,181	391,810
Other charitable activities	1,300	-	1,300	1,090
Investment income	845	-	845	626
TOTAL INCOME	60,416	353,910	414,326	393,526
EXPENDITURE ON				
Raising funds	4,194	-	4,194	2,835
Charitable activities	69,835	300,626	370,461	306,881
TOTAL EXPENDITURE	74,029	300,626	374,655	309,716
NET (EXPENDITURE)/INCOME	(13,613)	53,284	39,671	83,810
Total funds brought forward	128,365	35,219	163,584	79,774
TOTAL FUNDS CARRIED FORWARD	£ 114,752	£ 88,503	£ 203,255	£ 163,584

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

11. TANGIBLE FIXED ASSETS

	Refurbish	Computer equipment £	Total £
Cost:			
At 1 April 2022	6,246	26,153	32,399
Additions	-	1,801	1,801
At 31 March 2023	6,246	27,954	34,200
Depreciation:			
At 1 April 2022	6,246	14,906	21,152
Charge for the year	-	6,074	6,074
At 31 March 2023	6,246	20,980	27,226
Net book values:			
At 31 March 2023	£ -	£ 6,974	6,974
At 31 March 2022	£ -	£ 11,247	£ 11,247

12. DEBTORS

	2023 £	2022 £
Debtors	40,246	-
Prepayments and accrued income	7,026	4,504
	£ 47,272	£ 4,504

13. CREDITORS amounts falling due within one year

	2023 £	2022 £
Trade creditors	7,636	2,470
Social security and other taxes	4,059	5,203
Accrued expenses and deferred income	7,694	9,449
	£ 19,389	£ 17,122

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

14. MOVEMENT IN FUNDS	Balance b/f at 01/04/2022 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2023 £
Unrestricted funds					
General funds	94,752	46,774	(34,191)	-	107,335
Designated funds	20,000	-	-	-	20,000
	<u>114,752</u>	<u>46,774</u>	<u>(34,191)</u>	<u>-</u>	<u>127,335</u>
Restricted funds					
The National Lottery Community Fund	26,638	49,798	(32,366)	-	44,070
Office of Police, Fire, Crime Commissioner (OPFCC)	41,947	136,714	(99,137)	-	79,524
OPFCC, EMDR and Trauma Therapy	-	34,035	(34,035)	-	-
Lloyds Bank Foundation Ryedale Projec	8,768	25,000	(27,833)	-	5,935
Rape Support Ministry of Justice	785	100,800	(101,365)	-	220
Ministry of Justice COVID Recovery	-	65,426	(65,426)	-	-
The Purey Cust Trust	-	11,172	(3,902)	-	7,270
Duke of Devonshire Charitable Trust	4,601	-	(4,601)	-	-
East Riding Project	5,764	3,000	(8,659)	-	105
	<u>88,503</u>	<u>425,945</u>	<u>(377,324)</u>	<u>-</u>	<u>137,124</u>
Total funds	<u>£ 203,255</u>	<u>£ 472,719</u>	<u>(£ 411,515)</u>	<u>£ -</u>	<u>£ 264,459</u>
Comparatives for movement in funds	Balance b/f at 01/04/2021 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2022 £
Unrestricted funds					
General funds	108,365	60,416	(74,029)	-	94,752
Designated funds	20,000	-	-	-	20,000
	<u>£128,365</u>	<u>£60,416</u>	<u>(£ 74,029)</u>	<u>£ -</u>	<u>£114,752</u>
Restricted funds					
The National Lottery Community Fund	-	26,958	(320)	-	26,638
Office of Police, Fire, Crime Commissioner (OPFCC)	15,871	117,674	(91,598)	-	41,947
OPFCC and NHS	-	21,112	(21,112)	-	-
Two Ridings Tampon Tax Fund	8,322	-	(8,322)	-	-
Lloyds Bank Foundation - Covid	2,437	-	(2,437)	-	-
Lloyds Bank Foundation Ryedale Projec	3,398	33,220	(27,850)	-	8,768
Rape Support Ministry of Justice	-	91,754	(90,969)	-	785
Ministry of Justice COVID Recovery	1,191	45,877	(47,068)	-	-
The Purey Cust Trust	4,000	-	(4,000)	-	-
Duke of Devonshire Charitable Trust	-	9,815	(5,214)	-	4,601
East Riding Project	-	7,500	(1,736)	-	5,764
	<u>35,219</u>	<u>353,910</u>	<u>(300,626)</u>	<u>-</u>	<u>88,503</u>
Total funds	<u>£ 163,584</u>	<u>£ 414,326</u>	<u>(£ 374,655)</u>	<u>£ -</u>	<u>£ 203,255</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued**

15. Details of Funds Held

Unrestricted funds

The general fund is unrestricted and available for general purposes.

Designated funds

Designated for planned closure costs and redundancies.

Restricted funds

The restricted funds are only available for the purposes specified for each fund:

The National Lottery Community Fund

Developing income streams to help even more survivors thrive.

Office of Police, Fire, Crime Commissioner (OPFCC)

Counselling/Talking Therapies services for identified victims of crime.

OPFCC, EMDR and Trauma Therapy

To support more survivors with EMDR and trauma therapy services.

OPFCC and NHS

Additional salary costs to provide counselling services to the increased number of clients who contacted *Survive* during lockdown.

Two Ridings Tampon Tax Fund

Tampon Tax community fund project to support women and girls to build skills and confidence, improve health and wellbeing and build social networks.

Lloyds Bank Foundation - COVID

Purchase of mobile phones to facilitate remote working; recruitment and training of volunteers to relaunch Helpline; extra cost incurred due to Covid.

Lloyds Bank Foundation Ryedale Project

Provision of support work services

Rape Support Ministry of Justice

Ministry of Justice Rape Support Fund for delivery of services for survivors of rape, sexual assault and Child Sexual Abuse

Ministry of Justice COVID Recovery

Additional salary costs; staff training courses; purchase of additional equipment to facilitate remote working.

The Purey Cust Trust

To help *Survive* work towards delivering services differently to enable more survivors to access support and counselling more quickly.

Duke of Devonshire Charitable Trust

Provision of counselling, support work, monitoring and evaluation, clinical supervision and equipment.

East Riding Project

Provision of counselling and support work for those living in YO41, YO42, YO43 postcodes.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023 - continued

16. ANALYSIS OF FUNDS

	Tangible fixed assets £	Current assets £	Current liabilities £	Total £
<i>Current Year</i>				
Unrestricted funds	5,623	141,101	(19,389)	127,335
Restricted funds	1,351	135,773	-	137,124
	<u>£6,974</u>	<u>£276,874</u>	<u>(£ 19,389)</u>	<u>£264,459</u>
<i>Prior Year</i>				
Unrestricted funds	11,247	120,627	(17,122)	114,752
Restricted funds	-	88,503	-	88,503
	<u>£11,247</u>	<u>£209,130</u>	<u>(£ 17,122)</u>	<u>£203,255</u>

17. RELATED PARTY DISCLOSURES

There have been no transactions with related parties in the current year.

The following pages do not form part of the statutory accounts.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

	2023		2022	
	£	£	£	£
INCOME				
Donations and legacies	467,466		412,181	
Helplines and counselling	3,536		1,300	
		471,002		413,481
Investment Income				
Interest received	1,717		845	
		1,717		845
Total incoming resources		472,719		414,326
EXPENDITURE				
Raising donations and legacies				
Wages	6,672		4,194	
Support costs				
Administration:				
Wages	299,525		276,931	
Staff training and travel expenses	3,017		8,888	
Supervision	12,606		4,047	
Rent and room hire	23,032		17,548	
Utilities and cleaning	5,387		4,328	
Web hosting and IT support	5,430		14,451	
Office costs	7,772		7,283	
Subscriptions	2,521		1,189	
Repairs and maintenance	434		641	
Health and wellbeing	1,894		945	
Sessional counselling	-		2,218	
External facilitators	20,970		14,680	
Payroll charges	1,080		1,080	
Bank charges	72		118	
Advertising and web development	2,808		3,083	
Insurance	3,222		2,872	
Independent examination	2,850		2,100	
Recruitment costs	2,186		1,388	
Professional fees	3,963		133	
Depreciation	6,074		6,538	
Total expenditure		411,515		374,655
Net Income		£61,204		£39,671

Accounts

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)
REGISTERED CHARITY NUMBER: 1069129



**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022
FOR
SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)**

**HPH
Chartered Accountants
54 Bootham
YORK
YO30 7XZ**

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

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Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS

REGISTERED OFFICE

2nd Floor
25 Micklegate
YORK
YO1 6JH

TRUSTEE / DIRECTORS IN 2021-22

Sue Andrew		Resigned October 2021
Amy Bullard		Resigned April 2022
Evelyn Hodgson		Appointed May 2021
Susan Kane		Appointed October 2021
Hilary Conroy		Appointed October 2021, resigned June 2022
Sally King		Appointed March 2022
Elizabeth Lockey	Chair	Resigned June 2021
Sarah MacCallum	Board Secretary	
Peter Meek	Treasurer / acting chair	
Ann Morgan		Appointed June 2021
Bob Morgan		Resigned October 2021
Safeena Rafiq		Appointed March 2022
Cheryl Saggars		Appointed January 2022

TRUSTEE / DIRECTORS at the date the report was approved

Evelyn Hodgson	Susan Kane
Sally King	Sarah MacCallum
Peter Meek	Ann Morgan
Safeena Rafiq	Cheryl Saggars

COMPANY SECRETARY Margaret Godderidge

INDEPENDENT EXAMINER A. C. Rodaway, FCA, BFP, DChA,
HPH, Chartered Accountants, 54 Bootham, YORK, YO30 7XZ

MAJOR FUNDERS Duke of Devonshire Charitable Trust
Lloyds Bank Foundation
Ministry of Justice
North Yorkshire Office of the Police, Fire & Crime Commission
Postcode Neighbourhood Trust
The National Lottery
Two Ridings Community Foundation

The Board of Trustees, who are also Directors of the Charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31 March 2022. The financial statements comply with the Companies Act 2006 and 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) (effective 1 January 2019).

Trustees' Annual Report

FOREWORD – by the *Survive* CEO Mags Godderidge

Last year, we supported 668 survivors - a 23% increase on the number supported in the previous 12-months. This unprecedented demand for our specialist, trauma-informed services has been driven by an increase in publicity surrounding sexual violence; the pandemic and the additional isolation and anxiety it caused survivors; and the prevalence of sexual violence in society.

Against this backdrop, we have achieved a great deal. We introduced a new database to better manage appointments and better monitor and evaluate the impact of our services; expanded our Helpline to two days per week; and increased our capacity to help more survivors than ever before. We continued to invest in our people through training and other initiatives and we worked with others in our communities to shine a spotlight on sexual violence, its impact, and the need for compassion towards survivors.

We are not complacent; there is still much to be done. Securing an accessible, city-centre venue in York continues to be an aspiration rather than a reality due to issues of affordability. The impact of the predicted cost-of-living crisis cannot be underestimated; our costs will continue to rise at a time when people will have less to donate, and funders will have less to give due to their extraordinary generosity during the pandemic. Whilst the national, regional, and local focus on Violence Against Women and Girls (VAWG) is welcomed, it must come with an increase in funding for sexual violence services. We know that the more survivors hear about sexual violence in the media, the more likely they are to reach out to us for support. Last year, 22% of referrals into our services came from the NHS. We have yet to see how the new Humber and North Yorkshire NHS Integrated Care System (ICT) will further impact demand for our specialist, trauma-informed services.

I am constantly moved and inspired by the stories of survivors accessing our specialist services – each one on their own personal journey. I am humbled by the trust they place in *Survive* to help them to come to terms with what has happened to them.

I should like to thank our staff, volunteers, and trustees without whom *Survive* services could not operate. In addition to their individual skills and knowledge, they bring compassion, kindness and hope and collectively help survivors rebuild their lives, relationships and reach their potential.

Trustees' Annual Report

OUR OBJECTIVES

Taken from the *Survive Memorandum of Association* as updated and approved at the Annual General Meeting held in October 2021:

The objects of the company (charity) shall be to relieve the needs of individuals affected by sexual and domestic violence by:

1. providing support to alleviate the trauma and distress caused by sexual violence including rape, sexual assault, child sexual abuse and any other form of sexual violence (wherever it occurs) including that which occurs within domestic violence and to alleviate the trauma and distress caused by domestic violence;
2. offering a comprehensive range of therapeutic support, help, assistance and interventions to survivors and their families, in order to help them to rebuild their lives after the trauma and distress caused by sexual violence;
3. advocating for those who have experienced sexual violence (in whatever form, and wherever it may have occurred);
4. educating and raising awareness about the issues surrounding sexual violence and its impact on individuals to reduce and eradicate all forms of sexual violence;
5. or through any other mechanism(s) agreed by the trustees in accordance with the charity's objects.

Trustees' Annual Report

OUR VISION, MISSION & VALUES

Our Vision is for all adult survivors who have been subjected to rape, sexual assault, or Child Sexual Abuse (CSA) to have access to our highly valued services to find relief from distress, discover self-worth, reconnect with lives and relationships, and explore and achieve their full potential.

Our Mission is to work to help survivors of rape, sexual assault or child sexual abuse rebuild their lives, relationships and reach their potential by delivering specialist services.

Our Values underpin everything we do – from our work with clients to our interactions with stakeholders to our statements to the media:

Integrity	At all times, <i>Survive</i> will strive to communicate in an open, honest, and transparent way. Our relationships with survivors will be based on mutual respect and trust. We will offer a safe space to survivors of sexual trauma where they can explore and talk about what has happened to them.
Inclusive	<i>Survive's</i> ethos is that everyone is equal. We respect differences while embracing diversity.
Enabling	<i>Survive</i> believes in survivor autonomy. We believe survivors are best placed to know what they need. We facilitate their exploration of options to make informed decisions. We put survivors at the heart of what we do. We develop and deliver a range of accessible, quality and evidenced-based services and innovate to meet the changing needs of survivors. By offering autonomy, we not only offer informed choices, we build confidence.
Hope	<i>Survive</i> strives to be compassionate in all that we do. We offer hope for positive change by helping our clients make sense of what has happened to them and reduce their feelings of isolation. By promoting self-worth, we help survivors find relief from the pain caused by sexual trauma and paths to reconnect with their lives and relationships.
Courageous Advocacy	<i>Survive</i> will challenge those who do not support survivors. We will strive to raise awareness in all communities of the signs, prevalence and impact of sexual trauma including that which occurs between those who are or have been intimate partners. As the voice of survivors, we will challenge myths about sexual abuse. We will challenge and educate those in authority, in communities and in institutions to help them understand the pain of sexual trauma.

Trustees' Annual Report

OUR STRATEGY

The *Survive* Strategy is reviewed by the CEO and the Board on a quarterly basis. It is expressed in terms of the noticeable outcomes we aim to deliver for each of our stakeholder groups:

CLIENTS

OUTCOMES TO DELIVER	PROGRESS IN 2021-22
1. Survivors understand and are in control of their <i>Survive</i> journey, making informed decisions about what services to access and when and at a pace that is right for them.	Increased capacity
2. The spaces we use will be safe, comfortable, and accessible to all.	Continued to deliver the Police, Fire and Crime Commissioner (PFCC) contract for 'Victims of Crime'
3. <i>Survive</i> has sufficient capacity across all services meaning we will be available when survivors are ready to talk, and no one will have to wait for our support. <i>Survive</i> will deliver a seamless service to survivors who require more than one service. Our range of services will be embedded in our local communities and support those affected directly or indirectly by sexual violence.	Introduced <i>Charity Log</i> database
4. We can evidence our services help survivors cope, stabilise, recover, rebuild, and thrive.	Reopened satellite locations for face-to-face counselling
5. Survivors who have completed their <i>Survive</i> journey will be our greatest ambassadors and advocates, widely sharing their positive praise and allowing us to sensitively share their stories. They will volunteer, work, or fundraise for us and inspire, encourage, and give hope to other survivors as they co-facilitate group work.	Delivered services face-to-face, via telephone or online
	Extended Helpline to two days per week
	Developed communications plan – including updated information about our services on our website

PEOPLE

OUTCOMES TO DELIVER	PROGRESS IN 2021-22
1. <i>Survive</i> will have a diverse team which reflects the communities we serve.	Increased capacity
2. <i>Survive</i> will be a great place to work, volunteer or be a trustee. Staff, volunteers, and trustees will feel motivated, respected, and valued and proudly share stories about the difference their role within <i>Survive</i> makes to them personally.	Revised induction process for all staff, volunteers, and trustees
3. Staff, volunteers and trustees will feel connected to each other and to <i>Survive</i> and work together to achieve the best outcomes for survivors.	Launched health benefits scheme
4. Staff, volunteers and trustees have access to in-house and external training and support	Invested in training
5. Staff and volunteers are listened to and feel able to give feedback about the things that matter most to them.	Invited guest speakers to monthly team meetings
6. We have flexible working patterns which make full use of technology, meet the needs of clients, and enable us to increase capacity whilst retaining a work/life balance.	Continued monthly Team Talk newsletter

Trustees' Annual Report

PARTNERS & FUNDERS

OUTCOMES TO DELIVER	PROGRESS IN 2021-22
1. Our partners are clear on what specialist services we provide and the tangible difference we make to survivors of sexual violence.	Introduced <i>Charity Log</i> database Developed Communications Plan Developed fundraising strategy Reviewed practice policies, applied for BACP membership and started TST accreditation process
2. <i>Survive</i> has a reputation for delivering safe, quality, evidence-based specialist services to survivors of sexual violence.	
3. The referral process is simple, seamless, and secure and captures sufficient personal data at the point of referral. Where appropriate, we work with others to develop bespoke and holistic care pathways which optimise outcomes for survivors.	
4. <i>Survive</i> works collaboratively with organisations who share our views and values.	
5. We have a diverse and sustainable income.	
6. <i>Survive</i> is recognised as an expert in the field of sexual trauma and will be educating others through the delivery of paid-for training.	

COMMUNITIES

OUTCOMES TO DELIVER	PROGRESS IN 2021-22
1. Our local communities will know the difference we make in helping survivors rebuild lives, relationships and reach full potential.	Introduced <i>Charity Log</i> database Continued to deliver the PFCC contract for 'Victims of Crime' Developed Communications Plan – including development relationships with the media Developed fundraising strategy Joined sexual violence steering groups in Yorkshire and Humberside
2. Survivors, friends, and supporters of <i>Survive</i> will be actively involved in raising awareness of <i>Survive</i> and raising funds for our specialist services.	
3. Media outlets will proactively approach us for comment on relevant or breaking news stories because they know what we do and the difference we make to survivors and recognise our knowledge and expertise regarding sexual violence.	
4. Our communities and wider society will better understand the prevalence and impact of sexual violence, and the additional, cumulative harm caused by the perpetuation of sexual violence myths. Perceptions about sexual violence will change, society will empathise with survivors and understand their needs and survivors will feel able and supported to share their stories without stigma or shame.	
5. Children and young people in our local community will know what consent means, know about sexual violence and how to signpost survivors to support and know how to safely challenge inappropriate behaviours whenever and wherever they are encountered.	

Trustees' Annual Report

OUR PERFORMANCE IN 2021-22

Increased capacity due to increased demand – demand for *Survive's* specialist trauma-informed services continued to exceed our capacity. In 2020/21, *Survive* supported 544 individuals. This increased to 668 in 2021/22. Whilst referrals via the Supporting Victims Unit (funded by the PFCC) remained largely static (400 in 2020/21 versus 404 in 2021/22), referrals from the NHS increased significantly from 60 in 2020/21 to 148 in 2021/22 – largely driven by 103 referrals from IAPT. In response to this demand, we secured additional funding from the Ministry of Justice (MoJ), the Office of the Police, Fire and Crime Commissioner and from a personal donor to expand our team of trauma and EMDR therapists.

Continued to deliver the PFCC contract for Victims of Crime – *Survive* continued to deliver counselling to survivors of sexual and/or domestic abuse in York and North Yorkshire (excluding Ryedale) under the PFCC funded contract.

Introduced Charity Log database – this has been a transformational project which has contributed to three strands of our strategy and has led to major changes in how we operate. Launched in September 2021, Charity Log allows *Survive* to better map survivor journeys through *Survive* services; to better assess demand and waiting times for each service; and to better monitor outcomes for survivors. It also enables survivors and third parties to refer into our services direct from our website.

Reopened satellite locations for face-to-face counselling – *Survive* successfully reopened all its satellite locations in Selby, Skipton, Harrogate, Northallerton and Harrogate for face-to-face counselling following closures in early 2020.

Delivered services face-to-face, via telephone or online – following the successful delivery of services remotely due to the pandemic, *Survive* is now committed to offering survivors the choice of accessing services face-to-face, via the telephone or online. This hybrid model benefits our clients who prefer to access support remotely and our people who prefer the flexibility to sometimes work remotely.

Extended Helpline opening times – *Survive* extended the days and hours of operation of our Helpline to Mondays and Tuesdays 4pm-8pm.

Developed communications plan – *Survive* developed a detailed communications plan spanning press, PR and publicity and added new content to our website. Proactive engagement with the media meant that during the reporting period, *Survive* contributed to TV, press and radio interviews.

Developed fundraising strategy – *Survive* developed a detailed fundraising strategy that includes plans to diversify income and develop income generation capability. During the reporting period, *Survive* ran a successful Covid-19 recovery appeal, secured National Lottery funding for three further years, secured a grant from the Duke of Devonshire Charitable Trust and secured funds from The Postcode Neighbourhood Lottery.

Delivered quality and safe services – during the reporting period, *Survive* conducted a full review of its practice policies and procedures, applied for BACP membership and started the accreditation process with The Survivor's Trust.

Joined sexual violence steering groups in Yorkshire and Humberside – *Survive* joined several sexual violence steering groups across the region including those led by the senior leadership team at the University of York, Humberside Police and the North Yorkshire Office of the Police, Fire and Crime Commissioner. *Survive* continued to be an active member of The Survivors' Trust network of sexual violence charities and the Helpline Partnership.

Making *Survive* a great place to work – *Survive* could not do what it does without the dedication and commitment of its staff and volunteers. During the reporting period, the People Sub Committee introduced initiatives to help make *Survive* a great place to work including: becoming a Disability Confident Employer; changing our recruitment process to remove bias; introducing a health and wellbeing benefits package and organising all-team training days and regular meetings and events.

Trustees' Annual Report

FUTURE PLANS

We are not complacent; there is still much work to do if we are to achieve the noticeable differences laid out in our strategy. In the coming year, we plan to:

- make it easier for clients to provide feedback to our services via an online platform;
- offer more opportunities for former clients to get involved with *Survive* and highlight the difference we make to survivors;
- develop our social media presence;
- launch a newsletter for supporters and funders;
- develop diverse and sustainable income;
- explore opportunities for NHS-funded pathways of support for survivors of sexual violence;
- explore opportunities for PFCC/PCC funded support for survivors of sexual violence as part of the *Violence Against Women and Girls* strategies for Yorkshire and the Humber; and
- embed services in the communities we serve; and
- secure an affordable, accessible, central location in York.

GOVERNANCE, MANAGEMENT & ORGANISATION

GOVERNANCE

The governance of *Survive* is decreed by the *Memorandum of Association - October 2021*. Specified in this document are the powers and duties of the Trustees, and of the Members.

The Board meets regularly with the Chief Executive Officer (CEO) and other managers to guide strategy and exercise oversight of operations in line with the charity's Objects.

The Annual General Meeting of all Members includes the election of all Trustees and Officers, and consideration of the Annual Report and Accounts.

Currently the Board delegates authority to three standing sub-committees, each made up of Trustees and staff. Additional Trustee-chaired or CEO-chaired task groups are constituted and remitted by the Board as and when required.

BOARD OF TRUSTEES		
FINANCE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to financial management and reporting, financial audit and controls, and purchase contracts.	MARKETING & FUNDRAISING SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in all matters relating to marketing, publicity, and fundraising.	PEOPLE SUB-COMMITTEE guidance, monitoring, and assistance to the CEO in matters relating to human resources management – covering employees, contractors, volunteers, trustees, and consultants.

Trustees' Annual Report

GOVERNANCE, MANAGEMENT & ORGANISATION (continued)

MANAGEMENT & ORGANISATION

Executive leadership and management of *Survive* is vested in the role of CEO.

The Senior Management Team (SMT) is made up of the CEO, Operations Manager, Counselling Services Manager, Support Services Manager, Clinical Supervisor and the Police, Fire and Crime Commissioner (PFCC) contract lead counsellor. The SMT meets regularly, with a nominated Trustee in attendance.

The composition of the SMT reflects the organisation structure:

CEO			
Operations Manager	Counselling Services Manager		Support Services Manager
Administration Team	Counselling Team	PFCC contract lead counsellor	Support Workers and Helpline Volunteers

Appointment of trustees:

At the first and every Annual General Meeting, all officers and one-third of the nominated members of the Board of Trustees, or if their number is not a multiple of three then the number nearest to one-third, shall retire from office. The members to retire shall be those longest in office since their last election. Regarding members of the Board of Trustees who have been in office for the same length of time, the members to retire shall be selected by lot. A retiring Board member shall be eligible for re-nomination. Co-opted members of the Board shall retire at the Annual General Meeting following their appointment but shall be eligible for further co-option.

The Board identifies the need for additional trustees arising from resignations or through the identification of specific requirements for skills and experience.

Trustee vacancies are publicised in appropriate forums and on the *Survive* website – they are based on generic or specific role descriptions, as required. Adverts will be placed on specific job boards such as Young Trustees, Queer Trustees, Action for Trustee Racial Diversity UK.

Prospective trustees can approach the charity of their own volition. Although *Survive* has a need for Trustees with specific skills and knowledge, a number of positions are generic to achieve a Board with a mix of backgrounds and life experience.

Prospective Trustees wishing to discuss specific access requirements to enable them to take up the role can contact a named individual – details to be given on the role advert.

Trustees' Annual Report

RISK MANAGEMENT

The CEO and Trustees of *Survive* have assessed the risks to which the charity is exposed and are satisfied that processes and systems are have been established to mitigate them and ensure the long-term viability of *Survive*. Led by the CEO, Risk Management is a standing item on the Board's agenda.

A Business Continuity Policy has been established, and an Incident Management Procedure has been devised. A business continuity test is held annually.

The *Survive* Risk Register details all risks and mitigations, categorised under the following broad headings:

CATEGORY	NATURE OF RISK	SAFEGUARDS & MITIGATIONS
Governance	Failure to deliver the charity's Objects	• Robust Board and Management processes; • Rigorous Trustee and Manager selection recruitment, and induction.
	Loss of strategic direction and / or management effectiveness	• Strategy reviewed and updated annually; • Business planning on quarterly cycle; • Performance and impact management.
External	Reputational damage perceived by public, funders and/or clients	• Communications strategy and explicit PR management; • Focus on Safeguarding; • Implementation of EDI Policy.
Regulatory and Compliance	Failure to comply on time and in full	• Adherence to charity governance codes and financial regulations; • Ongoing reviews of policies & procedures; • BACP membership; • Accreditation by <i>The Survivor's Trust</i>.
Financial	Loss of funding	• Funding strategy emphasising diversity of funding streams; • Development of income generation capability; • Excellence in delivery.
	Loss of Financial Control	• Robust financial reporting and control procedures; cash flow forecasting; • Sound financial policies, procedures, and authorisations; separation of duties; • Annual independent external inspection / audit.

Trustees' Annual Report

Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	• Blended approach to service delivery; measurement of service performance against KPIs and outcomes for survivors; • Ongoing reviews/updates of practice policies and procedures in line with BACP/TST standards. • On-going monitoring of skills levels, clinical supervision, capacity, recruitment, and retention; • Performance management.
	Insufficient or inappropriate infrastructure to enable staff to deliver high quality services – accommodation, IT systems, IT hardware, etc.	• Investment in information management, IT systems such as CharityLog, and IT infrastructure (particularly to enable secure remote working for all during and following pandemic); • Operation of satellite counselling locations position within the communities we support; • Health & Safety programme.
	Failure of cybersecurity measures	• Business Continuity policy and Incident Management Procedures in place • Annual Business Continuity Test

PUBLIC BENEFIT

The Trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales.

FINANCIAL REVIEW

The total income for 1st April 2021 to 31st March 2022 was £414,326. This shows an increase of income of £20,800 (+5%) compared to the previous year (£393,526). All funding received has enabled service delivery and organisational running to provide vital support for our clients. It allowed *Survive* to continue providing critical support during the ongoing Covid-19 pandemic, with increased demand for our service and clients referred were often experiencing increasingly complex needs.

The expenditure over this period was £374,655, with an increase in expenditure of £64,939 (+20%) compared to the previous year (£309,716 expenditure in 2020/21).

The net income for 2021/22 is £39,671 and funds brought forward on 1st April 2021 were £163,584 Therefore, the total funds carried forward 31st March 2022 were £203,255.

Trustees' Annual Report

RESERVES POLICY

Survive aims to accumulate sufficient free reserves of unrestricted funds not committed or invested in tangible fixed assets in order to:

- support those projects, and the general costs of the organisation, where expenditure is incurred before funding is reclaimed;
- finance development of new activities to the stage where external funding can be obtained;
- provide time to seek new funding sources at a project's conclusion or facilitate restructuring of the organisation whilst meeting its on-going obligations;
- meet the costs of a planned closure.

In broad terms, the free reserves held by *Survive* in any one financial year will be equivalent to approximately three to six months budget-level expenditure of unrestricted funds.

Excess funds

At the end of March 2022 *Survive* was holding free reserves of £114,752. The Trustees have therefore increased the designated planned closure fund to £30,000 for 2022-23, to reflect the increasing length of service payments that would be due to employees; and introduced a designated fund for IT equipment and renewals of £8,300.

The excess in free reserves of £28,135 will be held as a contingency against the rising costs of employing staff and paying for goods and services as inflation continues to rise throughout 2022-23 so that *Survive* can continue to offer the same level of service to our clients free of charge at point of use.

Independent examiner

Mr Adrian Rodaway FCA, BFP, DChA of HPH, Chartered Accountants was appointed Independent Examiner to the charity during the year.

Approved by the board of Trustees on 21 September 2022 and signed on their behalf by:



Peter Ernest Meek - Treasurer

Independent Examiner's Report to the Trustees of Survive (Support for Survivors of Rape and Sexual Abuse)

I report to the Trustees on my examination of the accounts of the Survive (Support for Survivors of Rape and Sexual Abuse) for the year ended 31 March 2022.

This report is made solely to the Charity's Trustees, as a body, in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity, the Charity's members as a body and the Charity's Trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the Charity Trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 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 the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the Charity Commission under section 145(5)(b) of the 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 Institute of Chartered Accountants England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

HPH Chartered Accountants
54 Bootham
York
YO30 7XZ

Adrian Rodaway

Adrian Rodaway, FCA, BFP, DChA
21 September 2022

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	2021 £
INCOME AND ENDOWMENTS FROM					
Donations, legacies and grants	3	58,271	353,910	412,181	391,810
Other charitable activities	3	1,300	-	1,300	1,090
Investment income	4	845	-	845	626
TOTAL INCOME		60,416	353,910	414,326	393,526
EXPENDITURE ON					
Raising funds	5	4,194	-	4,194	2,835
Charitable activities	6	69,835	300,626	370,461	306,881
TOTAL EXPENDITURE	14	74,029	300,626	374,655	309,716
NET EXPENDITURE / INCOME		(13,613)	53,284	39,671	83,810
Total funds brought forward		128,365	35,219	163,584	79,774
TOTAL FUNDS CARRIED FORWARD		£ 114,752	£ 88,503	£ 203,255	£ 163,584

CONTINUING OPERATIONS

Income and net movement in funds derive wholly from continuing operations.

The notes on pages 18 to 27 form part of these financial statements.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2022
Registration number: 03455000

	Note	Unrestricted Fund	Restricted Fund	2022 £	2021 £
FIXED ASSETS					
Tangible fixed assets	11	11,247	-	11,247	17,785
		<u>11,247</u>	<u>-</u>	<u>11,247</u>	<u>17,785</u>
CURRENT ASSETS					
Debtors	12	4,504	-	4,504	4,719
Cash at bank and in hand		116,123	88,503	204,626	145,500
		<u>120,627</u>	<u>88,503</u>	<u>209,130</u>	<u>150,219</u>
CREDITORS					
Amounts falling due within one year	13	17,122	-	17,122	4,420
		<u>103,505</u>	<u>88,503</u>	<u>192,008</u>	<u>145,799</u>
NET CURRENT ASSETS					
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>114,752</u>	<u>88,503</u>	<u>203,255</u>	<u>163,584</u>
NET ASSETS/(LIABILITIES)		<u>£ 114,752</u>	<u>£ 88,503</u>	<u>£ 203,255</u>	<u>£ 163,584</u>
REPRESENTED BY					
Unrestricted funds	14	94,752	-	94,752	108,365
Unrestricted designated funds	14	20,000	-	20,000	20,000
Restricted funds	14	-	88,503	88,503	35,219
		<u>£ 114,752</u>	<u>£ 88,503</u>	<u>£ 203,255</u>	<u>£ 163,584</u>

The notes on pages 18 to 27 form part of these financial statements.

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

The financial statement were approved by the Board of Trustees and authorised for issue on 21 September 2022 and were signed on it's behalf by:



Peter Meek - Director and Treasurer

Date: 21 September 2022

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	1	59,126	81,372
Net cash provided by operating activities		<u>59,126</u>	<u>81,372</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of tangible fixed assts		-	(22,495)
Net cash (used in)/provided by investing activities		<u>-</u>	<u>(22,495)</u>
CHANGE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD		59,126	58,877
Cash and cash equivalents at the beginning of the reporting period		145,500	86,623
CASH AND CASH EQUIVALENTS AT THE END OF THE REPORTING PERIOD		<u>204,626</u>	<u>145,500</u>

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31 MARCH 2022

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOWS
FROM OPERATING ACTIVITIES**

	2022	2021
	£	£
Net income for the reporting period (as per the Statement of Financials Activities)	39,671	83,810
Adjustments for:		
Depreciation charges	6,538	8,100
Decrease/(Increase) in debtors	215	(3,954)
Increase/(Decrease) in creditors	12,702	(6,584)
Net cash flow provided by operations	<u>£ 59,126</u>	<u>£ 81,372</u>

ANALYSIS OF CASH AND CASH EQUIVALENTS

Cash at bank and in hand	204,626	145,500
	<u>£ 204,626</u>	<u>£ 145,500</u>

ANALYSIS OF CHANGES IN NET FUNDS

	At 01/04/2021	Cash Flow	At 31/03/2022
	£	£	£
Cash at bank	145,500	59,126	204,626
Total	<u>£ 145,500</u>	<u>£ 59,126</u>	<u>£ 204,626</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

2. 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) Legal entity

Survive is regulated by the Charity Commission (1069129), limited by guarantee and is registered in England and Wales. The address of the registered office and principal place of business is 2nd Floor, 25 Micklegate, York, YO1 6JH.

b) Basis of preparing the financial statements

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 (FRS102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and the Companies Act 2006, the Charities Act 2011.

Survive 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(s).

The accounts are presented in UK Sterling pounds (£).

c) Going concern

Special consideration has been given to the COVID-19 pandemic impact. The Trustees have prepared financial projections, taking into consideration the current economic climate and its potential impact on the sources of income and planned expenditure. They have a reasonable expectation that adequate financial resources are available to enable the Charity to continue in operational existence for the foreseeable future, and have adequate contingency plans in the event that income streams are reduced. Consequently the financial statements have been prepared on the basis that the Charity is a going concern.

d) Income

Donations

Donations receivable for the general purpose of the Charity are credited to "unrestricted funds". Donations for purposes restricted by the wishes of the donor are taken to "restricted funds" where these wishes are legally binding on the Trustees.

Other trading activities

All other incoming resources are included in the Statement of Financial Position (SoFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Investment income

Investment income has been accounted for on a cash receipt basis.

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

2. ACCOUNTING POLICIES - continued

e) Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Expenditure attributable to more than one cost category is apportioned to them on the basis of the estimated amount attributable to each activity in the year, either by reference to staff time or the use made of the underlying assets, as appropriate.

Governance costs are costs associated with constitutional and statutory requirements. They include audit fees and estimated costs linked to the strategic management of the Charity. Support costs are those incurred directly in support of expenditure on the objects of the Charity.

f) Tangible fixed assets

Tangible fixed assets are capitalised if they can be used for more than one year and cost a minimum of £750. They are valued at cost or, if gifted, at the value to the charity less depreciation.

Depreciation is calculated to write off the cost of fixed assets over their expected useful lives on a straight line basis. The rates used are as follows:

Computer equipment	- 25% straight line
Refurbish	- 25% straight line

g) Taxation

As a registered charity, Survive is exempt from the tax on income falling within sections 466 to 493 of the Corporation Tax Act 2010 to the extent that this is applied to its charitable objects. No tax charges have arisen in the Company.

h) Fund accounting

Funds comprise unrestricted funds which have not been designated for other purposes, and are available for use at the discretion of the Trustees in accordance with the charitable objectives. Designated funds are unrestricted funds earmarked by the Trustees for particular purposes. Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

i) Pension costs and other post-retirement benefits

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

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.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

2. ACCOUNTING POLICIES - continued

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and any short term deposit accounts with a maturity of three months or less from the date of opening.

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.

3. DONATIONS AND LEGACIES	Unrestricted Funds £	Restricted Funds £	Total	
			2022 £	2021 £
Donations and legacies	58,271	353,910	412,181	391,810
Other charitable activities	1,300	-	1,300	1,090
	<u>£ 59,571</u>	<u>£ 353,910</u>	<u>£ 413,481</u>	<u>£ 392,900</u>

In 2021 the amount of donations and legacies which related to restricted funds was £245,753.

4. INVESTMENT INCOME	Unrestricted Funds £	Restricted Funds £	Total	
			2022 £	2021 £
Deposit account interest	845	-	845	626

In 2021 the amount of investment income which related to restricted funds was £Nil.

5. RAISING FUNDS	Unrestricted Funds £	Restricted Funds £	Total	
			2022 £	2021 £
Staff costs	4,194	-	4,194	2,835

In 2021 the amount of expenditure on raising funds which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

6. SUPPORT COSTS

	Total	
	2022	2021
	£	£
Charitable support	368,361	306,381
Governance costs	2,100	500
	<u>£ 370,461</u>	<u>£ 306,881</u>

Administration	Unrestricted Funds	Restricted Funds	Total	
	£	£	2022	2021
			£	£
Wages	47,906	229,025	276,931	215,777
Staff training and travel expenses	246	8,642	8,888	2,716
Supervision	-	4,047	4,047	1,420
Rent and room hire	-	17,548	17,548	14,084
Utilities and cleaning	-	4,328	4,328	4,926
Web hosting and IT support	5,442	9,009	14,451	10,558
Office costs	2,127	5,156	7,283	10,669
Subscriptions	1,189	-	1,189	647
Repairs and maintenance	170	471	641	3,387
Health and wellbeing	-	945	945	-
Sessional counselling	-	2,218	2,218	-
External facilitators	-	14,680	14,680	19,648
Payroll charges	1,080	-	1,080	1,060
Bank charges	118	-	118	103
Advertising and web development	202	2,881	3,083	10,171
Insurance	2,872	-	2,872	1,844
Fundraising costs	-	-	-	96
Recruitment costs	1,023	365	1,388	1,162
Professional fees	13	120	133	13
Depreciation	6,538	-	6,538	8,100
	<u>£ 68,926</u>	<u>£ 299,435</u>	<u>£ 368,361</u>	<u>£ 306,381</u>

In 2021 the amount of administration costs which related to restricted funds was £218,342.

Governance costs	Unrestricted Funds	Restricted Funds	Total	
	£	£	2022	2021
			£	£
Independent examination fees	2,100	-	2,100	500

In 2021 the amount of governance costs which related to restricted funds was £Nil.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	6,538	8,100
Independent examiners' fees	2,100	500
Other accountancy/payroll fees	1,080	1,060

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2022 (2021: Nil).

Trustees' expenses

There were no Trustees' expenses paid for in the year ended 31 March 2022 (2021: Nil).

9. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	261,464	202,297
Pension costs	9,936	11,472
Employers National Insurance	9,725	4,843
	<u>£281,125</u>	<u>£218,612</u>

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

	2022	2021
Employees (FTE)	<u>10</u>	<u>9</u>

No employees received emoluments in excess of £60,000.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 - continued

10. COMPARITIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2021 £	2020 £
INCOME AND ENDOWMENTS FROM				
Donations, legacies and grants	146,057	245,753	391,810	216,178
Other charitable activities	1,090	-	1,090	(1,612)
Other income	-	-	-	193
Investment income	626	-	626	470
TOTAL INCOME	147,773	245,753	393,526	215,229
EXPENDITURE ON				
Raising funds	2,835	-	2,835	6,000
Charitable activities	88,539	218,342	306,881	214,888
TOTAL EXPENDITURE	91,374	218,342	309,716	220,888
NET INCOME/(EXPENDITURE)	56,399	27,411	83,810	(5,659)
Transfer between funds	25,695	(25,695)	-	-
NET MOVEMENT BETWEEN FUNDS	82,094	1,716	83,810	(5,659)
Total funds brought forward	46,271	33,503	79,774	85,433
TOTAL FUNDS CARRIED FORWARD	£ 128,365	£ 35,219	£ 163,584	£ 79,774

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

11. TANGIBLE FIXED ASSETS

	Refurbish	Computer equipment £	Total £
Cost:			
At 1 April 2021	6,246	26,153	32,399
Additions	-	-	-
	6,246	26,153	32,399
At 31 March 2022	6,246	26,153	32,399
Depreciation:			
At 1 April 2021	6,246	8,368	14,614
Charge for the year	-	6,538	6,538
	6,246	14,906	21,152
At 31 March 2022	6,246	14,906	21,152
Net book values:			
At 31 March 2022	£ -	£ 11,247	11,247
	£ -	£ 11,247	11,247
At 31 March 2021	£ -	£ 17,785	£ 17,785
	£ -	£ 17,785	£ 17,785

12. DEBTORS

	2022 £	2021 £
Debtors	-	1,090
Prepayments and accrued income	4,504	3,629
	£ 4,504	£ 4,719
	£ 4,504	£ 4,719

13. CREDITORS amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,470	-
Social security and other taxes	5,203	-
Accrued expenses and deferred income	9,449	4,420
	£ 17,122	£ 4,420
	£ 17,122	£ 4,420

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

14. MOVEMENT IN FUNDS

	Balance b/f at 01/04/2021 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2022 £
Unrestricted funds					
General funds	108,365	60,416	(74,029)	-	94,752
Designated funds	20,000	-	-	-	20,000
	<u>128,365</u>	<u>60,416</u>	<u>(74,029)</u>	<u>-</u>	<u>114,752</u>
Restricted funds					
The National Lottery Community Fund	-	26,958	(320)	-	26,638
Office of Police, Fire, Crime Commissioner	15,871	117,674	(91,598)	-	41,947
OPFCC and NHS	-	21,112	(21,112)	-	-
Two Ridings Tampon Tax Fund	8,322	-	(8,322)	-	-
Lloyds Bank Foundation - Covid	2,437	-	(2,437)	-	-
Lloyds Bank Foundation Ryedale Project	3,398	33,220	(27,850)	-	8,768
Rape Support Ministry of Justice	-	91,754	(90,969)	-	785
Ministry of Justice COVID Recovery	1,191	45,877	(47,068)	-	-
The Purey Cust Trust	4,000	-	(4,000)	-	-
Duke of Devonshire Charitable Trust	-	9,815	(5,214)	-	4,601
East Riding Project	-	7,500	(1,736)	-	5,764
	<u>35,219</u>	<u>353,910</u>	<u>(300,626)</u>	<u>-</u>	<u>88,503</u>
Total funds	<u>£ 163,584</u>	<u>£ 414,326</u>	<u>(£ 374,655)</u>	<u>£ -</u>	<u>£ 203,255</u>
Comparatives for movement in funds	Balance b/f at 01/04/2020 £	Incoming Resources £	Resourced Expenditure £	Transfers Between Funds £	Balance c/f at 31/03/2021 £
Unrestricted funds					
General funds	31,271	147,773	91,374	20,695	108,365
Designated funds	15,000	-	-	5,000	20,000
	<u>£46,271</u>	<u>£147,773</u>	<u>£91,374</u>	<u>£25,695</u>	<u>£128,365</u>
Restricted funds					
The National Lottery Community Fund	58	50,000	50,058	-	-
The National Lottery Community Fund - Covid	-	39,974	21,961	(18,013)	-
EMDR	202	-	-	(202)	-
NHS Website	6,247	-	4,470	(1,777)	-
Office of Police, Fire, Crime Commissioner (OPFCC)	-	79,104	63,345	112	15,871
OPFCC and NHS	-	4,000	3,888	(112)	-
Two Ridings Tampon Tax Fund	8,702	-	380	-	8,322
Two Ridings Covid	-	10,000	10,000	-	-
York Mind	2,412	-	-	(2,412)	-
The Allen Lane Foundation	7,000	-	7,000	-	-
Lloyds Bank Foundation - Covid	8,882	9,035	15,480	-	2,437
Lloyds Bank Foundation Ryedale Project	-	32,640	29,242	-	3,398
Ministry of Justice COVID Recovery	-	17,000	12,518	(3,291)	1,191
The Purey Cust Trust	-	4,000	-	-	4,000
	<u>33,503</u>	<u>245,753</u>	<u>218,342</u>	<u>(25,695)</u>	<u>35,219</u>
Total funds	<u>£ 79,774</u>	<u>£ 393,526</u>	<u>£ 309,716</u>	<u>£ -</u>	<u>£ 163,584</u>

**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued**

15. Details of Funds Held

Unrestricted funds

The general fund is unrestricted and available for general purposes.

Designated funds

Designated for planned closure costs and redundancies.

Restricted funds

The restricted funds are only available for the purposes specified for each fund:

The National Lottery Community Fund

Delivery of counselling services.

The National Lottery COVID

Additional salary costs: development of new website; purchase of IT equipment to facilitate home working

EMDR

Towards set up of a dedicated EMDR service.

NHS Website

To fund website signposting to support services in North Yorkshire.

Office of Police, Fire, Crime Commissioner (PFCC)

Counselling/Talking Therapies services for identified victims of crime.

PCC and NHS

Additional salary costs to provide counselling services to the increased number of clients who contacted Survive during lockdown.

Two Ridings Tampon Tax Fund

Tampon Tax community fund project to support women and girls to build skills and confidence, improve health and wellbeing and build social networks.

Two Ridings COVID

Purchase of mobile phones to facilitate remote working; recruitment and training of volunteers to relaunch Helpline; extra cost incurred due to Covid.

The Allen Lane Foundation

Scoping dual experience project.

Lloyds Bank Foundation Covid

Extra costs incurred due to Covid - cleaning, PPE, remote training etc

Lloyds Bank Foundation Ryedale Project

Provision of support work services

Rape Support Ministry of Justice

Ministry of Justice Rape Support Fund for delivery of services for survivors of rape, sexual assault and Child Sexual Abuse

Ministry of Justice COVID Recovery

Additional salary costs; staff training courses; purchase of additional equipment to facilitate remote working.

York Mind

To fund website signposting to support services in North Yorkshire.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022 - continued

15. Details of Funds Held (continued)

The Purey Cust Trust

Training for counsellor to provide EMDR, design of new publicity, training and associated costs for Helpline.

Duke of Devonshire Charitable Trust

Provision of counselling, support work, monitoring and evaluation, clinical supervision and equipment.

East Riding Project

Provision of counselling and support work for those living in YO41, YO42, YO43 postcodes.

16. ANALYSIS OF FUNDS

	Tangible fixed assets £	Current assets £	Current liabilities £	Total £
<i>Current Year</i>				
Unrestricted funds	11,247	80,997	(17,122)	75,122
Restricted funds	-	88,503	-	88,503
	<u>£11,247</u>	<u>£169,500</u>	<u>(£ 17,122)</u>	<u>£163,625</u>
<i>Prior Year</i>				
Unrestricted funds	17,785	115,000	(4,420)	128,365
Restricted funds	-	35,219	-	35,219
	<u>£17,785</u>	<u>£150,219</u>	<u>(£ 4,420)</u>	<u>£163,584</u>

17. RELATED PARTY DISCLOSURES

There have been no transactions with related parties in the current year.

The following pages do not form part of the statutory accounts.

SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)
DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

	2022		2021	
	£	£	£	£
INCOME				
Donations and legacies	412,181		391,810	
Helplines and counselling	1,300		1,090	
		413,481		392,900
Investment Income				
Interest received	845		626	
		845		626
Total incoming resources		414,326		393,526
EXPENDITURE				
Raising donations and legacies				
Wages	4,194		2,835	
Support costs				
Administration:				
Wages	276,931		215,777	
Staff training and travel expenses	8,888		2,716	
Supervision	4,047		1,420	
Rent and room hire	17,548		14,084	
Utilities and cleaning	4,328		4,926	
Web hosting and IT support	14,451		10,558	
Office costs	7,283		10,669	
Subscriptions	1,189		647	
Repairs and maintenance	641		3,387	
Health and wellbeing	945		-	
Sessional counselling	2,218		-	
External facilitators	14,680		19,648	
Payroll charges	1,080		1,060	
Bank charges	118		103	
Advertising and web development	3,083		10,171	
Insurance	2,872		1,844	
Fundraising costs	-		96	
Independent examination	2,100		500	
Recruitment costs	1,388		1,162	
Professional fees	133		13	
Depreciation	6,538		8,100	
Total expenditure		374,655		309,716
Net Income		£39,671		£83,810

Accounts

SURVIVE
(Support for Survivors of rape and sexual abuse)

(A Company Charity limited by guarantee)

Annual Report & Financial Statements
for the year ended

31st March 2021

(Registered Charity Number: 1069129)
(Registered Company Number: 3455000)

outsource

Charity accounts preparation & independent examination
service

SURVIVE

(A Company Charity limited by guarantee)

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Trustees' Annual Report

From: 01/04/2020

To: 31/03/2021

The Board of Trustees, who are also Directors of the charity for the purpose of the Companies Act 2006, present their annual report and financial statements for the year ended 31/3/2021. The financial statements comply with the Companies Act 2006 and Accounting and Reporting by Charities, Statement of Recommended Practice (SORP 2015).

Charity's full name **Survive (Support for Survivors of Rape and Sexual Assault)**

Registered Company number **3455000**

Registered Charity number **1069219**

Objectives and activities

Summary of the purposes of the charity set out in its governing document

We deliver specialist services to adults (including men) who have experienced rape or sexual assault as adults or Child Sexual Abuse (CSA) and help them rebuild their lives, relationships and reach their potential. We help adult survivors make sense of their experiences and enable them to make informed decisions. Additionally, we strive to raise awareness in all communities of the signs, prevalence and impact of sexual violence including that which occurs between those who are or have been intimate partners.

Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts

Survive's specialist services for adult survivors of sexual violence include:

Support Work Service - offers emotional and practical support to survivors of sexual violence.

Counselling, trauma therapy, EMDR - offer specialist trauma-informed counselling to survivors of sexual violence including survivors affected by post traumatic stress disorder (PTSD), dissociative conditions, complex trauma, depression or anxiety.

Library service - survivors can borrow specialist books about sexual violence, trauma and recovery free of charge for up to 1 month.

Impact of Covid-19 on services: Helpline - suspended during the reporting period; Group Work - suspended during the reporting period; Support Work - delivered over the telephone or online; Counselling - delivered over the telephone or online with limited face-to-face offering, when permitted. We are extremely grateful to all our staff who adapted and continued to support survivors of sexual violence throughout the pandemic.

Contribution made by volunteers

During the reporting period, Survive recruited three volunteer counsellors and two volunteer Support Workers. We are extremely grateful for their contribution to Survive and the difference they have made to survivors of sexual violence who access our specialist services.

The trustees consider that they have complied with their duties to have due regard to the public benefit guidance published by the Charity Commission.

Additional details of objectives and activities (OPTIONAL)

Survive has ambitious plans under our new CEO to take the charity closer to achieving its vision of all adult survivors of sexual violence having access to its highly valued services to find relief from distress; discover self-worth; reconnect with their lives and relationships; and explore and achieve their full potential. During the pandemic, Survive staff and volunteers embraced new technology and new ways of working which will enable us to increase our capacity in the future, better meet the needs of survivors, and encourage a positive work/life balance.

Achievements and performance

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Overview:

Number of clients: 544

No of initial assessments: 256

1-1 Support Work sessions: 785

1-1 Counselling/ trauma therapy/EMDR sessions: 2705

Total contact sessions: 3746

Our clients: Survive helped 544 survivors of sexual violence in 2020/21 - more than in any other year in its 30-year history - despite the pandemic and the suspension of group work and the helpline. Through our provision of specialist services, we helped survivors cope, stabilise, recover and thrive. We helped survivors rebuild their lives, relationships and reach their potential.

Our people: Our staff and volunteers showed tremendous dedication and commitment and went the extra mile to embrace new technology and new ways of working to keep services open throughout the pandemic and delivered specialist support to survivors of sexual violence via telephone, online and, when permitted, face-to-face. We introduced a new appraisal system and continued to secure and deliver training and development opportunities.

Our partners and funders: We further developed our relationships with partners and funders. Highlights include securing additional Covid-19 funding for new telephones, laptops and the delivery of extra hours; signing contracts with the Office of the Police, Fire, Crime Commissioner, Ampleforth Trust and Diocese of Middlesbrough; joining the Women's Network in York; joining the Helplines Partnership in preparation for the relaunch of our Helpline; and launching a successful £30,000 in 30-year appeal.

Our communities: We further developed our relationships with third parties and the media. Highlights include working with University of York on various activities during Sexual Violence Awareness Week and conducting media interviews and contributing to articles about sexual violence. We also launched a new website with new content.

In addition to the above activities, we updated our vision, mission and values.

Financial review

Review of the charity's financial position at the end of the period

Survive recorded a surplus in the 2020-21 financial year - a direct result of increased fundraising activity in general, and a renewed focus on raising unrestricted funds to increase overall reserves in particular.

Statement explaining the policy for holding reserves stating why they are held

The Board of Trustees revised the reserves policy during the 2020-21 financial year in response to the continued growth of the charity in recent years.

Survive aims to accumulate sufficient free reserves of unrestricted funds in order to both:
meet the costs of a planned closure of the charity, and

finance three to six months' budget-level expenditure

Amount of reserves held

At the end of the 2020-21 financial year the free reserves amounted to £128,365

Reasons for holding zero reserves

n/a

Funds materially in deficit

n/a

Explanation of any uncertainties about the charity continuing as a going concern

n/a

Additional information (optional)

Survive secured £76,009 of Covid-19 funds to invest in new telephones, laptops, IT support, the delivery of additional Support Work and Counselling hours and a new website. Survive has recently launched a Covid-19 Recovery Appeal to respond to the increase in demand experienced since the end of the first lockdown in 2020. A new fundraising strategy aims to diversify income streams, increase individual donations and secure more unrestricted funds to enable the charity to adapt and respond more flexibly to the needs changing environment due to the pandemic.

Structure, governance and management

Description of the charity's trusts

Type of governing document	Memorandum and Articles of Association
-----------------------------------	--

How the charity is constituted	Charity, Company Limited by Guarantee
---------------------------------------	---------------------------------------

Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Elected by members
--	--------------------

Additional governance issues (OPTIONAL)

Staff and volunteers continued to be voting members at Survive and were actively engaged in discussions at the AGM and in workshops about the future strategy and direction of the charity.

Reference and administration details

Charity's full name	Survive (Support for Survivors of Rape and Sexual Abuse)
----------------------------	--

Other names the charity is known by	Survive
--	---------

Charity's principal address

2nd Floor
25 Micklegate
York

Postcode YO1 6JH

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee
Liz Lockey	Chair		
Peter Meek	Treasurer		
Sarah MacCallum	Secretary	joined March 2021	
Joanna Dent		resigned as trustee to conduct interim CEO March-April 2020.	
		Resigned from Board October 2020	
Sue Andrew			
Jenny Bell		resigned October 2020	
Janina Pirozek		resigned October 2020	
Ann Morgan			
Bob Morgan		joined October 2020	
Amy Bullard		joined October 2020	

Corporate trustees – names of the directors at the date the report was approved

Peter Meek
Sarah MacCallum
Sue Andrew
Ann Morgan
Bob Morgan
Amy Bullard
Evelyn Hodgson

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year
n/a	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	n/a
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	n/a

Name of Company Secretary

Name	Dates acted if not for whole year
Joanna Dent	Interim CEO March-April 2020
Margaret (Mags) Godderidge	Joined as CEO May 2020

Names and addresses of Independent examiner

Karen Wood ACMA,

Outsource Accountancy Services & Independent
 Hiscox Building
 Peasholme Green
 York, YO1 7PR

Name of chief executive or names of senior staff members (OPTIONAL)

Margaret (Mags) Godderidge, CEO

Trustee responsibilities in relation to financial statements

Company law requires the directors (trustees) to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for the year. In preparing those financial statements, the directors (trustees) are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards 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 company will continue on that basis.

The directors (trustees) are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the Board of Trustees, who are Directors for the purpose of company law, and Trustees for the

Disclosure of information

In so far as the Trustees are aware:

- There is no relevant information of which the Charity's Independent Examiner is unaware;
- The Trustees have taken the necessary steps to be aware of the information, which would be relevant for independent examination purposes and have communicated them to the Independent Examiner.

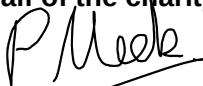
Exemptions

The trustees have taken advantage of the exemption available to small companies, including the audit exemption (as detailed on the balance sheet).

Declaration

The trustees declare that they have approved the Trustees Annual Report and Accounts

Signed on behalf of the charity's trustees

Signature

Full Name

Peter Ernest Meek

Position

Treasurer

Date

28/06/2021

Independent examiner's report to the trustees of Survive

I report on the accounts of: **Survive(Support for Survivors of rape and sexual abuse)**
for the year ended: **31st March 2021** which are set out on pages 7 to 18.

Responsibilities and basis of report

As the charity's 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 charity'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

I have completed my examination. I confirm that no material 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 Trust as required by section 386 of the Act; or
- 2 the accounts do not accord with those records
- 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.



Karen Wood (ACMA)

Outsource independent examination
The Hiscox Building
Peasholme Green
York YO1 7PR

21/09/2021

Date:

SURVIVE
(Support for Survivors of rape and sexual abuse)

Statement of Financial Activities for the year ended: 31st March 2021

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and endowments from:					
Donations and legacies	3.1	146,057	245,753	391,810	216,178
Other charitable activities	3.2	1,090	-	1,090	1,612
Other income	3.3	-	-	-	193
Investments	3.4	626	-	626	470
Total income	3	147,773	245,753	393,526	215,229
Expenditure on:					
Raising funds	4.1	2,835	-	2,835	6,000
Charitable activities	4.2	88,539	218,342	306,881	214,888
Total expenditure	4	91,374	218,342	309,716	220,888
Net income/(expenditure)		56,399	27,411	83,810	(5,659)
Gross transfers between funds		25,695	(25,695)	-	-
Net movement in funds		82,094	1,716	83,810	(5,659)
Total funds brought forward		46,271	33,503	79,774	85,433
Total funds carried forward		128,365	35,219	163,584	79,774

SURVIVE
(Support for Survivors of rape and sexual abuse)

Balance Sheet as at: 31st March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	7	17,785	3,390
Total fixed assets		17,785	3,390
Current Assets			
Cash at bank and in hand	8	145,500	86,623
Debtors & prepayments	9	4,719	765
Total Current Assets		150,219	87,388
Current Liabilities: Amounts falling due within one year			
Creditors and accruals	10	(4,420)	(11,004)
Net Current Assets		145,799	76,384
Net Assets		163,584	79,774
Funds of the Charity			
Unrestricted Funds (General)		128,365	46,271
Restricted Funds		35,219	33,503
Total Funds Carried Forward	11	163,584	79,774

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors (trustees) acknowledge their responsibilities for:

- i) ensuring the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- ii) preparing financial statements which give a true and fair view of the state of affairs of the company at the end of each financial year and of its profit and loss 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 company.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with 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 (Charities SORP (FRS 102)).

The financial statements were approved by the trustees and signed on their behalf by:



Trustee
Full Name

Peter Ernest Meek
Treasurer

SURVIVE
(Support for Survivors of rape and sexual abuse)

Statement of Cash Flows for the year ended:

31st March 2021

	Total 2021 £	Total 2020 £
Cash flows from operating activities		
Net income/(expenditure) for the year	83,810	(5,659)
Add: Depreciation for the year	<u>8,100</u>	<u>2,476</u>
Working capital changes		
(Increase)/decrease in debtors	(3,954)	10,665
Increase/(decrease) in creditors	(6,584)	8,464
Net cash provided by/(used in) operating activities	<u>81,372</u>	<u>15,946</u>
Cash flows used in investing activities		
Purchase of fixed assets	22,495	-
Change in cash and cash equivalents in the year	58,877	15,946
Cash and cash equivalents at 1 April 2020	86,623	70,677
Cash and cash equivalents at 31 March 2021	<u><u>145,500</u></u>	<u><u>86,623</u></u>

SURVIVE

(Support for Survivors of rape and sexual abuse)

Notes to the accounts for the year ended:

31st March 2021

1.1 Basis of accounting

The financial statements are prepared under the historical cost convention 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 (Charities SORP (FRS 102)).

1.2 Change of basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

1.3 Change to previous accounts

No changes have been made to accounts for previous years.

Accounting policies

Income and endowments

Recognition of income

Income is recognised in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- receipt is probable; and
- the monetary value can be measured with sufficient reliability.

Incoming resources with related expenditure

Where incoming resources have related expenditure, the incoming resources and related expenditure are reported gross in the SoFA.

Grants and donations

Grants and donations are only included in the SoFA when the charity has evidence of entitlement to the resources and receipt is probable.

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Expenditure and Liabilities

Expenditure

Raising funds

Cost of raising funds comprise those costs associated with attracting voluntary income.

Charitable activities

Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than one year and cost at least £750. They are valued at cost or, if gifted, at the value to the charity on receipt, less depreciation. Depreciation is provided at rates to write off the cost of the asset over a 4 year period (25% straight line basis) with the asset being written off at the end of this period.

Fund accounting

Unrestricted funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are funds which can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor.

SURVIVE
(Support for Survivors of rape and sexual abuse)

Notes to the accounts for the year ended: 31 March 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
3.1 Donations and legacies						
Rape Support Ministry of Justice	100,926	-	100,926	67,200	-	67,200
Ministry of Justice Covid grant		17,000	17,000			
Big Lottery Fund Grant	-	50,000	50,000	-	50,000	50,000
Big Lottery Covid grant		39,974	39,974			
PCC Community Fund	-	79,104	79,104	-	35,424	35,424
PCC & NHS	-	4,000	4,000			
Two Ridings	-	10,000	10,000	-	-	-
Brelms Trust	5,000	-	5,000	5,000	-	5,000
The Purey Cust Trust	-	4,000	4,000	-	-	-
Persula Foundation	-	-	-	3,000	-	3,000
Other grants	2,700	-	2,700	4,200	-	4,200
Allen Lane Foundation	-	-	-	-	7,000	7,000
York Mind	-	-	-	-	2,412	2,412
Lloyds support work	-	32,640	32,640	-	33,904	33,904
Lloyds Covid grant		9,035	9,035			
Donations & contributions	37,431	-	37,431	8,038	-	8,038
	146,057	245,753	391,810	87,438	128,740	216,178
3.2 Other charitable activities						
Training & consultancy	-	-	-	(1,347)	-	(1,347)
Helplines & counselling	1,090	-	1,090	(265)	-	(265)
	1,090	-	1,090	(1,612)	-	(1,612)
3.3 Other income						
Room hire	-	-	-	193	-	193
	-	-	-	193	-	193
3.4 Investments						
Interest received	626	-	626	470	-	470
	626	-	626	470	-	470
Total income	147,773	245,753	393,526	86,489	128,740	215,229

SURVIVE
(Support for Survivors of rape and sexual abuse)

Notes to the accounts for the year ended: 31 March 2021

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020	Restricted funds 2020	Total 2020 £
4.1 Raising funds						
Staff salaries	<u>2,835</u>	-	<u>2,835</u>	<u>6,000</u>	-	<u>6,000</u>
4.2 Charitable activities						
Staff salaries	67,180	148,597	215,777	64,948	87,851	152,799
Staff training & travel expenses	98	2,618	2,716	1,419	998	2,417
Supervision	33	1,387	1,420	165	1,755	1,920
Events	-	-	-	19	57	76
Rent & room hire	3,116	10,968	14,084	10,840	11,155	21,995
Utilities & cleaning	1,038	3,888	4,926	1,564	1,801	3,365
Web hosting & IT support	-	10,558	10,558	2,181	3,104	5,285
Office costs	1,755	8,914	10,669	838	3,394	4,232
Subscriptions	647	-	647	-	-	-
Repairs & maintenance	3,387	-	3,387	65	24	89
External facilitators	-	19,648	19,648	350	14,855	15,205
Payroll charges	1,060	-	1,060	3,007	20	3,027
Bank charges	103	-	103	100	-	100
Advertising & web development	1	10,170	10,171	35	-	35
Insurance	439	1,405	1,844	1,277	40	1,317
Fundraising costs	96	-	96	-	-	-
Independent examination	500	-	500	550	-	550
Recruitment costs	973	189	1,162	-	-	-
Professional fees	13	-	13	-	-	-
Depreciation	8,100	-	8,100	2,476	-	2,476
	<u>88,539</u>	<u>218,342</u>	<u>306,881</u>	<u>89,834</u>	<u>125,054</u>	<u>214,888</u>
Total expenditure	<u>91,374</u>	<u>218,342</u>	<u>309,716</u>	<u>95,834</u>	<u>125,054</u>	<u>220,888</u>

SURVIVE
(Support for Survivors of rape and sexual abuse)

Notes to the accounts for the year ended: 31st March 2021

5 Trustee expenses & examination fees

5.1 Trustee expenses

No trustees received a remuneration for services rendered during the year, nor were any trustees' out of pocket expenses reimbursed.

	2021 £	2020 £
5.2 Fees for examination of the accounts		
Independent Examiner's fees for reporting on the accounts	<u>500</u>	<u>550</u>
Other fees paid to the Independent Examiner	<u>-</u>	<u>-</u>

6 Staff costs and emoluments

	2021 £	2020 £
Gross wages, salaries and	202,297	148,813
Employers National Insurance	11,472	8,332
Employers pension	4,843	1,654
	<u>218,612</u>	<u>158,799</u>
Average number of employees	<u>9</u>	<u>4</u>

7 Tangible fixed assets

	Refurbish £	IT equipment £	Total £
7.1 Cost or valuation			
Balance b/fwd	6,246	3,658	9,904
Additions	-	22,495	22,495
Balance c/fwd	<u>6,246</u>	<u>26,153</u>	<u>32,399</u>
7.2 Depreciation			
Balance b/fwd	4,686	1,828	6,514
Charge for year	1,560	6,540	8100
Balance c/fwd	<u>6,246</u>	<u>8,368</u>	<u>14,614</u>
7.3 Net book value			
Brought forward	<u>1,560</u>	<u>1,830</u>	<u>3,390</u>
Carried forward	<u>-</u>	<u>17,785</u>	<u>17,785</u>

8 Cash at bank and in hand

	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	£	£	£	£
Current Nat West account	-	-	-	17,092
Deposit Nat West account	-	-	-	22,363
Current account CAF Bank	74,333	-	74,333	25,882
Deposit account Redwood	71,138	-	71,138	20,482
Paypal	11	-	11	375
Cash in hand	18	-	18	429
	145,500	-	145,500	86,623

9 Debtors and prepayments

	2021	2020
	£	£
Amounts falling due within one year		
Debtors	1,090	-
Prepayments and accrued income	3,629	765
	4,719	765

10 Creditors and accruals

	2021	2020
	£	£
Amounts falling due		
Trade creditors	-	1,249
Accruals and deferred income	4,420	9,755
	4,420	11,004

11 Movement of funds

11.1 Movement of major funds

2021

Fund Name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted Funds (General)					
General funds	31,271	147,773	91,374	20,695	108,365
Designated	15,000	-	-	5,000	20,000
	<u>46,271</u>	<u>147,773</u>	<u>91,374</u>	<u>20,695</u>	<u>128,365</u>
Restricted					
National	58	50,000	50,058	-	-
NL Covid	-	39,974	21,961	(18,013)	-
EMDR	202	-	-	(202)	-
NHS Website	6,247	-	4,470	(1,777)	-
PCC	-	79,104	63,345	112	15,871
PCC & NHS	-	4,000	3,888	(112)	-
Two Ridings	8,702	-	380	-	8,322
TR Covid	-	10,000	10,000	-	-
York Mind	2,412	-	-	(2,412)	-
Allen Lane	7,000	-	7,000	-	-
Lloyds Covid	8,882	9,035	15,480	-	2,437
Lloyds SW	-	32,640	29,242	-	3,398
MOJ Covid	-	17,000	12,518	(3,291)	1,191
Purey Cust	-	4,000	-	-	4,000
	<u>33,503</u>	<u>245,753</u>	<u>218,342</u>	<u>(25,695)</u>	<u>35,219</u>
Total Funds	<u>79,774</u>	<u>393,526</u>	<u>309,716</u>	<u>- 5,000</u>	<u>163,584</u>

Transfer between funds

From	To	Amount	Purpose
Covid grants	Unrestricted	£22,495	Purchase of capitalised computer equipment
PCC	PCC & NHS	£122	Overspend on PCC overtime
York Mind	Unrestricted	£2,412	Underspend allowed to be transferred to UR
NHS website	Unrestricted	£1,777	Underspend allowed to be transferred to UR
EMDR	Unrestricted	£202	Underspend allowed to be transferred to UR
UR	Designated	£5,000	To increase designated funds

2020

Fund Name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted Funds (General)					
General funds	40,616	86,489	95,834	-	31,271
Designated	15,000	-	-	-	15,000
	<u>55,616</u>	<u>86,489</u>	<u>95,834</u>	<u>-</u>	<u>46,271</u>
Restricted					
National Lottery	11,028	50,000	60,970	-	58
EMDR	337	-	135	-	202
NHS Website	9,112	-	2,865	-	6,247
PCC	-	35,424	35,424	-	-
Two Ridings	9,340	-	638	-	8,702
York MIND	-	2,412	-	-	2,412
Allen Lane	-	7,000	-	-	7,000
Lloyds	-	33,904	25,022	-	8,882
	<u>29,817</u>	<u>128,740</u>	<u>125,054</u>	<u>-</u>	<u>33,503</u>
Total Funds	<u>85,433</u>	<u>215,229</u>	<u>220,888</u>	<u>-</u>	<u>79,774</u>

11.2 Details of Funds Held

Unrestricted Funds (General)

The General fund is unrestricted and available for general purposes.

Unrestricted Funds (Designated)

Designated for planned closure costs and redundancies.

Restricted Funds

The restricted funds are only available for the purposes specified for each fund, which

The National Lottery

Delivery of counselling services.

The National Lottery COVID

Additional salary costs: development of new website; purchase of IT equipment to facilitate home working

EMDR

Towards set up of a dedicated EMDR service.

NHS Website / MIND

To fund website signposting to support services in North Yorkshire.

Police and Crime Commissioner

Counselling/Talking Therapies services for identified victims of crime.

Police and Crime Commissioner and NHS Covid Additional Support

Additional salary costs to provide counselling services to the increased number of clients who contacted Survive during lockdown.

Two Ridings - carried forward

Tampon Tax community fund project to support women and girls to build skills and confidence, improve health and wellbeing and build social networks.

Two Ridings COVID

Purchase of mobile phones to facilitate remote working; recruitment and training of volunteers to relaunch Helpline; extra cost incurred due to Covid.

Allen Lane

Scoping dual experience project.

Lloyds COVID

Extra costs incurred due to Covid - cleaning, PPE, remote training etc

Lloyds

Provision of support work services

Ministry of Justice additional support

Additional salary costs; staff training courses; purchase of additional equipment to facilitate remote working.

Purey Cust Trust

Training for counsellor to provide EMDR; design of new publicity.

12 Net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2021
Balance at 31st March 2021	£	£	£
Fixed assets	17,785	-	17,785
Current assets	115,000	35,219	150,219
Current liabilities	(4,420)	-	(4,420)
	128,365	35,219	163,584

	Unrestricted Funds	Restricted Funds	Total 2020
Balance at 31st March 2020	£	£	£
Fixed assets	3,390	-	3,390
Current assets	53,885	33,503	87,388
Current liabilities	(11,004)	-	(11,004)
	46,271	33,503	79,774