

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.	<p>Introduced <i>Charity Log</i> database</p> <p>Developed Communications Plan</p> <p>Developed fundraising strategy</p> <p>Reviewed practice policies, applied for BACP membership and started TST accreditation process</p>
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.	<p>Introduced <i>Charity Log</i> database</p> <p>Continued to deliver the PFCC contract for 'Victims of Crime'</p> <p>Developed Communications Plan – including development relationships with the media</p> <p>Developed fundraising strategy</p> <p>Joined sexual violence steering groups in Yorkshire and Humberside</p>
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	<ul style="list-style-type: none"> • Robust Board and Management processes; • Rigorous Trustee and Manager selection recruitment, and induction.
	Loss of strategic direction and / or management effectiveness	<ul style="list-style-type: none"> • Strategy reviewed and updated annually; • Business planning on quarterly cycle; • Performance and impact management.
External	Reputational damage perceived by public, funders and/or clients	<ul style="list-style-type: none"> • Communications strategy and explicit PR management; • Focus on Safeguarding; • Implementation of EDI Policy.
Regulatory and Compliance	Failure to comply on time and in full	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Funding strategy emphasising diversity of funding streams; • Development of income generation capability; • Excellence in delivery.
	Loss of Financial Control	<ul style="list-style-type: none"> • 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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Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	<ul style="list-style-type: none"> • 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.	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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)		£ 114,752	£ 88,503	£ 203,255	£ 163,584
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 - Chair & 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	-	-	-
	<hr/> 6,246	<hr/> 26,153	<hr/> 32,399
At 31 March 2022	<hr/> 6,246	<hr/> 26,153	<hr/> 32,399
Depreciation:			
At 1 April 2021	6,246	8,368	14,614
Charge for the year	-	6,538	6,538
	<hr/> 6,246	<hr/> 14,906	<hr/> 21,152
At 31 March 2022	<hr/> 6,246	<hr/> 14,906	<hr/> 21,152
Net book values:			
At 31 March 2022	£ -	£ 11,247	11,247
	<hr/> £ -	<hr/> £ 11,247	<hr/> 11,247
At 31 March 2021	<hr/> £ -	<hr/> £ 17,785	<hr/> £ 17,785
	<hr/> £ -	<hr/> £ 17,785	<hr/> £ 17,785

12. DEBTORS

	2022 £	2021 £
Debtors	-	1,090
Prepayments and accrued income	4,504	3,629
	<hr/> £ 4,504	<hr/> £ 4,719
	<hr/> £ 4,504	<hr/> £ 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
	<hr/> £ 17,122	<hr/> £ 4,420
	<hr/> £ 17,122	<hr/> £ 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
	128,365	60,416	(74,029)	-	114,752
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
	35,219	353,910	(300,626)	-	88,503
Total funds	£ 163,584	£ 414,326	(£ 374,655)	£ -	£ 203,255
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
	£46,271	£147,773	£91,374	£25,695	£128,365
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
	33,503	245,753	218,342	(25,695)	35,219
Total funds	£ 79,774	£ 393,526	£ 309,716	£ -	£ 163,584

**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