

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



**SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)**

**CONTENTS OF THE FINANCIAL STATEMENTS**

**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

#### INDEPENDENT EXAMINER

A. C. Rodaway, FCA, BFP. DChA  
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)

#### 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

## 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	<p><b>Being open, honest, transparent and respectful in the way we work.</b>  <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.</p>
Inclusive	<p><b>Respecting differences while embracing diversity.</b>  <i>Survive's</i> ethos is that everyone is equal. We respect differences while embracing diversity.</p>
Enabling	<p><b>Helping survivors develop skills, knowledge and confidence to make informed decisions.</b>  <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.</p>
Hope	<p><b>Offering hope to survivors that they can rebuild their lives and relationships following sexual trauma.</b>  <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.</p>
Courageous Advocacy	<p><b>Challenging myths and those who don't support survivors.</b>  <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.</p>

**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.	<ul style="list-style-type: none"> <li>• Further increased capacity.</li> <li>• Launched pilot pathway for NHS patient-survivors.</li> <li>• Launched pilot for student-survivors.</li> <li>• Streamlined systems and processes.</li> <li>• Delivered OPFCC contract for Victims of Crime.</li> <li>• Helped survivors make informed decisions.</li> <li>• Delivered services face-to-face, via telephone or online.</li> <li>• Provided helpline to survivors and non-survivors.</li> <li>• Supported survivors in East Riding of Yorkshire.</li> <li>• Facilitated specialist support for dual experience clients.</li> <li>• Evidenced our impact.</li> <li>• Encouraged survivors to get involved with fundraising activities, research and consultations.</li> </ul>
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.	<ul style="list-style-type: none"> <li>• Attracted diverse talent.</li> <li>• Disability Confident Committed employer.</li> <li>• New counselling structure.</li> <li>• Delivered initiatives to help make <i>Survive</i> a great place to work.</li> <li>• Commitment to flexible working including hybrid working.</li> <li>• Annual wellbeing survey.</li> <li>• Invested in our people.</li> </ul>
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.	<ul style="list-style-type: none"> <li>Contributed to relevant steering groups, networks and partnerships.</li> <li>Evidenced our impact.</li> <li>Delivered quality and safe services.</li> <li>Completed review of all practice policies and procedures.</li> <li>Secured TST accreditation process.</li> <li>Secured diverse funding.</li> <li>Delivered <i>ad hoc</i> training and presentations.</li> </ul>
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.	<ul style="list-style-type: none"> <li>Contributed to relevant steering groups, networks and partnerships.</li> <li>Evidenced our impact.</li> <li>Produced an impact report and communicated with supporters via an eNewsletter.</li> <li>Encouraged others to get involved in our work.</li> <li>Engaged with the media.</li> <li>Updated our website and social media feeds.</li> <li>Delivered <i>ad hoc</i> training and presentations.</li> <li>Appointed a marketing communications co-ordinator to enhance our reach to target audience/s through campaigns</li> <li>Pro-active approaches from BBC Look North</li> </ul>
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		
<b>FINANCE AND RESOURCE SUB-COMMITTEE</b>  guidance, monitoring, and assistance to the CEO in matters relating to financial management and reporting, financial audit and controls, and purchase contracts.	<b>MARKETING &amp; FUNDRAISING SUB-COMMITTEE</b>  guidance, monitoring, and assistance to the CEO in all matters relating to marketing, publicity, and fundraising.	<b>PEOPLE SUB-COMMITTEE</b>  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	<ul style="list-style-type: none"> <li>• Robust Board and Management processes.</li> <li>• Rigorous Trustee and Manager selection, recruitment, and induction.</li> </ul>
	Loss of strategic direction and / or management effectiveness	<ul style="list-style-type: none"> <li>• Strategy reviewed and updated annually.</li> <li>• Business planning on quarterly cycle.</li> <li>• Performance and impact management.</li> </ul>
External	Reputational damage perceived by public, funders and/or clients	<ul style="list-style-type: none"> <li>• Communications strategy and explicit PR management.</li> <li>• Focus on Safeguarding.</li> <li>• Implementation of EDI Policy.</li> </ul>
Regulatory and Compliance	Failure to comply on time and in full	<ul style="list-style-type: none"> <li>• Adherence to charity governance codes and financial regulations.</li> <li>• Ongoing reviews of policies &amp; procedures.</li> <li>• BACP membership.</li> <li>• The Survivor's Trust accreditation.</li> </ul>
Financial	Loss of funding	<ul style="list-style-type: none"> <li>• Funding strategy emphasising diversity of funding streams.</li> <li>• Development of income generation capability.</li> <li>• Excellence in delivery.</li> </ul>
	Loss of financial control	<ul style="list-style-type: none"> <li>• Robust financial reporting and control procedures; cash flow forecasting.</li> <li>• Sound financial policies, procedures, and authorisations; separation of duties.</li> <li>• Annual independent external inspection.</li> </ul>
Operational	Insufficient appropriately skilled managers, staff, and volunteers to deliver high quality services	<ul style="list-style-type: none"> <li>• Blended approach to service delivery.</li> <li>• Measurement of service performance against KPIs and outcomes for survivors.</li> <li>• Ongoing reviews/updates of practice policies and procedures in line with BACP/TST standards.</li> <li>• On-going monitoring of skills levels, clinical supervision, capacity, recruitment, and retention.</li> <li>• Performance management.</li> </ul>
	Insufficient or inappropriate infrastructure to enable staff to deliver high quality services – accommodation, IT systems, IT hardware, etc.	<ul style="list-style-type: none"> <li>• Investment in information management, IT systems such as Charity Log, and IT infrastructure (particularly to enable secure remote working).</li> <li>• Operation of satellite counselling locations positioned within the communities we support.</li> <li>• Health &amp; Safety programme.</li> </ul>
	Failure of cybersecurity measures	<ul style="list-style-type: none"> <li>• Business Continuity policy and Incident Management Procedures in place.</li> <li>• Annual Business Continuity Test.</li> </ul>

**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 1<sup>st</sup> April 2023 to 31<sup>st</sup> 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 1<sup>st</sup> 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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations, legacies and grants	3	54,067	570,645	<b>624,712</b>	467,466
Other charitable activities	3	1,140	-	<b>1,140</b>	3,536
Investment income	4	5,567	-	<b>5,567</b>	1,717
<b>TOTAL INCOME</b>	14	<b>60,774</b>	<b>570,645</b>	<b>631,419</b>	<b>472,719</b>
<b>EXPENDITURE ON</b>					
Raising funds	5	-	13,809	<b>13,809</b>	6,672
Charitable activities	6	40,842	451,047	<b>491,889</b>	404,843
<b>TOTAL EXPENDITURE</b>	14	<b>40,842</b>	<b>464,856</b>	<b>505,698</b>	<b>411,515</b>
<b>NET INCOME</b>		<b>19,932</b>	<b>105,789</b>	<b>125,721</b>	<b>61,204</b>
Total funds brought forward		127,335	137,124	<b>264,459</b>	203,255
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>£ 147,267</b>	<b>£ 242,913</b>	<b>£ 390,180</b>	<b>£ 264,459</b>

**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 £
<b>FIXED ASSETS</b>					
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>
<b>CURRENT ASSETS</b>					
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>
<b>CREDITORS</b>					
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>
<b>NET CURRENT ASSETS</b>					
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>147,268</u>	<u>242,912</u>	<u>390,180</u>	<u>264,459</u>
<b>NET ASSETS/(LIABILITIES)</b>		<b>£ 147,268</b>	<b>£ 242,912</b>	<b>£ 390,180</b>	<b>£ 264,459</b>
<b>REPRESENTED BY</b>					
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**

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

**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**

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

**ANALYSIS OF CASH AND CASH EQUIVALENTS**

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

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

**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

<b>3. DONATIONS AND LEGACIES</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total</b>	
			<b>2024 £</b>	<b>2023 £</b>
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.

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

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

<b>5. RAISING FUNDS</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total</b>	
			<b>2024 £</b>	<b>2023 £</b>
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**

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

<b>Administration</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	<b>2024</b>	<b>2023</b>
			<b>£</b>	<b>£</b>
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.

<b>Governance costs</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	<b>2024</b>	<b>2023</b>
			<b>£</b>	<b>£</b>
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):

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
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:

	<b>2024</b>	<b>2023</b>
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 £
<b>INCOME AND ENDOWMENTS FROM</b>				
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
<b>TOTAL INCOME</b>	<b>46,774</b>	<b>425,945</b>	<b>472,719</b>	<b>414,326</b>
<b>EXPENDITURE ON</b>				
Raising funds	6,672	-	<b>6,672</b>	4,194
Charitable activities	27,519	377,324	<b>404,843</b>	370,461
<b>TOTAL EXPENDITURE</b>	<b>34,191</b>	<b>377,324</b>	<b>411,515</b>	<b>374,655</b>
<b>NET (EXPENDITURE)/INCOME</b>	<b>12,583</b>	<b>48,621</b>	<b>61,204</b>	<b>39,671</b>
Total funds brought forward	114,752	88,503	<b>203,255</b>	163,584
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>£ 127,335</b>	<b>£ 137,124</b>	<b>£ 264,459</b>	<b>£ 203,255</b>

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

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

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

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

**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 £
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>Total funds</b>	<u>£ 264,459</u>	<u>£ 631,419</u>	<u>(£ 505,698)</u>	<u>£ -</u>	<u>£ 390,180</u>
<b>Comparatives for movement in funds</b>	<b>Balance b/f at 01/04/2022 £</b>	<b>Incoming Resources £</b>	<b>Resourced Expenditure £</b>	<b>Transfers Between Funds £</b>	<b>Balance c/f at 31/03/2023 £</b>
<b>Unrestricted funds</b>					
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>
<b>Restricted funds</b>					
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>
<b>Total funds</b>	<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**

	<b>Tangible fixed assets £</b>	<b>Current assets £</b>	<b>Current liabilities £</b>	<b>Total £</b>
<b><i>Current Year</i></b>				
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>
<b><i>Prior Year</i></b>				
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**

	<b>2024</b>		<b>2023</b>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME</b>				
Donations and legacies	624,712		467,466	
Other charitable activities	1,140		3,536	
		625,852		471,002
<b>Investment Income</b>				
Interest received	5,567		1,717	
		5,567		1,717
<b>Total incoming resources</b>		<b>631,419</b>		<b>472,719</b>
<b>EXPENDITURE</b>				
<b>Raising donations and legacies</b>				
Staff costs	13,632		6,672	
Administration costs	177		-	
<b>Support costs</b>				
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	
<b>Total expenditure</b>		<b>505,698</b>		<b>411,515</b>
<b>Net Income</b>		<b>£125,721</b>		<b>£61,204</b>