

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488



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

HPH
Chartered Accountants
54 Bootham
YORK
YO30 7XZ



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SURVIVE (SUPPORT FOR SURVIVORS OF RAPE AND SEXUAL ABUSE)

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FOR THE YEAR ENDED 31 MARCH 2025

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Trustees' Annual Report

REFERENCE & ADMINISTRATION DETAILS

REGISTERED NAME

SURVIVE (Support for survivors of rape and sexual abuse)

REGISTERED OFFICE

2nd Floor
25 Micklegate
York
YO1 6JH

TRUSTEE / DIRECTORS IN 2024-25

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

TRUSTEE / DIRECTORS at the date the report was approved

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

COMPANY SECRETARY Margaret (Mags) Godderidge

CEO: Margaret (Mags) Godderidge

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

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

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

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Trustees' Annual Report

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

FOREWORD – by the *Survive* CEO Mags Godderidge

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

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

Survive had:

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

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

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

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Trustees' Annual Report (cont).

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

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

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

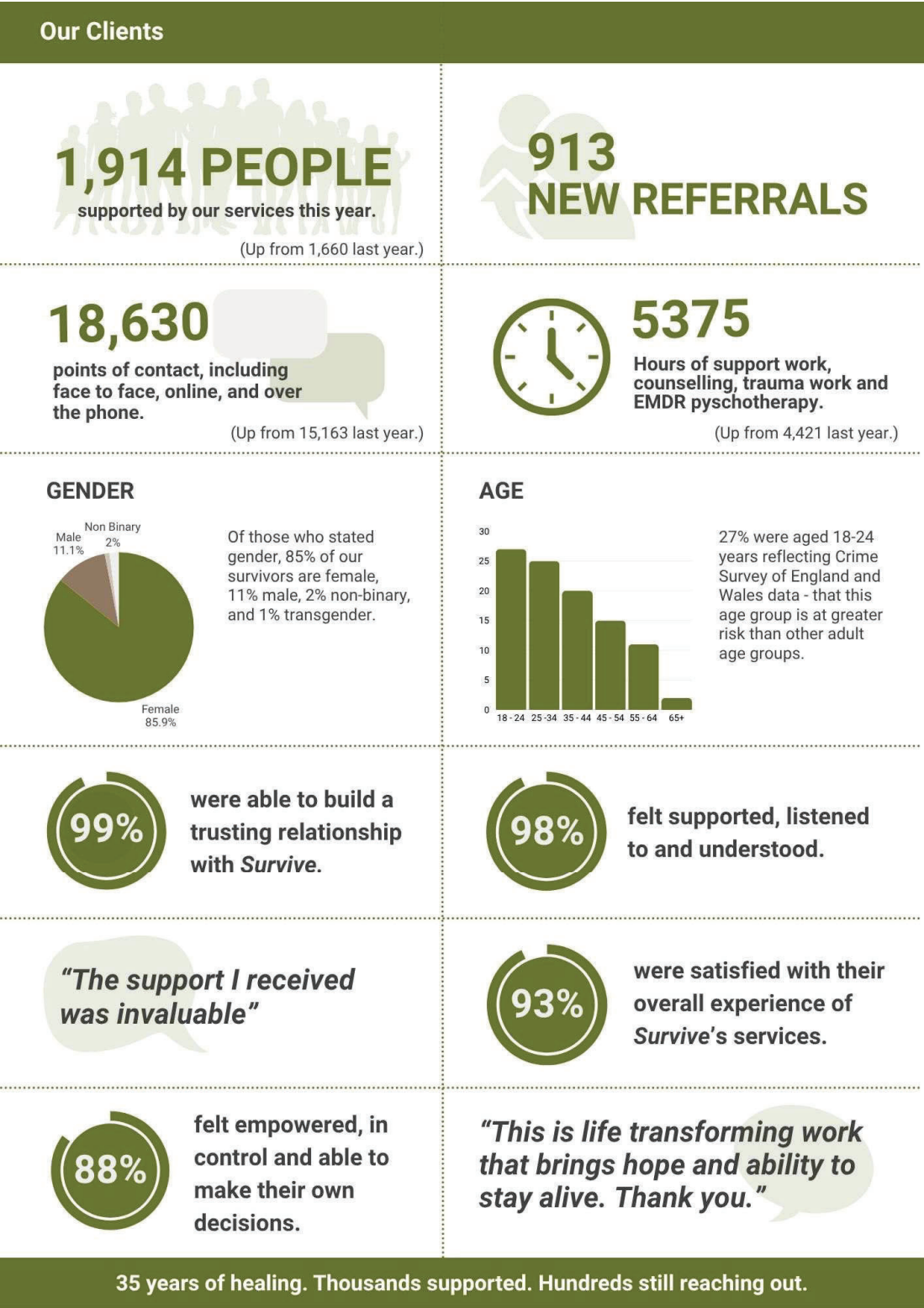
While we received most of our funds from the Ministry of Justice (MoJ) Rape And Sexual Abuse Services Fund (RASASF) and from the OPFCC Victims of Crime contract, we still had to raise £196,200 ourselves to keep services running. We were pleased to hear the Safeguarding Minister, Jess Phillips MP, announce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

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

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Trustees' Annual Report (cont).

Overview of our achievements in 2024-5



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Trustees' Annual Report (cont).

OUR OBJECTIVES

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

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

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

OUR VISION, MISSION & VALUES

Our vision

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

Our mission

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

Our values

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

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

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OUR STRATEGY

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

OUR CLIENTS

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

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

OUR PEOPLE

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

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

OUR STAKEHOLDERS

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

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

OUR ORGANISATION

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

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

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OUR PERFORMANCE IN 2024-25

OUR CLIENTS

What services we delivered

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

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

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

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

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

Where we delivered our services

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

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Support and resources before, during and after *Survive*

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

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

Work with trusted partners to enhance survivor outcomes

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

Opportunities for survivors to get involved with *Survive*.

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

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

OUR PEOPLE

Support and supervision for staff and volunteers

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

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

Training and personal development opportunities

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

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

Of the staff who responded to our annual wellbeing survey:

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

Inclusive practices

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

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

Benefits

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

Of the staff who responded to our annual wellbeing survey:

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

Internal communications

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

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

Our people as ambassadors

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

OUR STAKEHOLDERS

Networks and partnerships

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

Evidence of impact

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

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

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

Additionally,

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

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

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

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

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

Education and training

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

Community engagement

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

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

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

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

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

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Influencing societal change

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

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

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

OUR ORGANISATION

Capacity

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

Income

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

IT requirements

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

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

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External communications

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

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

Memberships, accreditations and accolades

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

FUTURE PLANS

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

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

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488

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

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

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

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

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

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

MANAGEMENT & ORGANISATION

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

The composition of the SMT reflects the following organisation structure:

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

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Trustees' Annual Report (cont).

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

APPOINTMENT OF TRUSTEES

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

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

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

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

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

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

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488

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

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

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

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

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

CATEGORY	NATURE OF RISK	SAFEGUARDS & MITIGATIONS
Governance	Failure to deliver the charity's Objects	<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; The Survivor's Trust accreditation.
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.

REGISTERED COMPANY NUMBER: 03455000 (England and Wales)

REGISTERED CHARITY NUMBER: 1069129

BACP MEMBERSHIP NUMBER: 00104488

Trustees' Annual Report (cont).

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 Charity Log, and IT infrastructure (particularly to enable secure remote working). • Operation of satellite counselling locations positioned within the communities we support. • Health & Safety programme.
	Failure of cybersecurity measures	<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 1 April 2024 to 31 March 2025 was **£545,521**. This shows a decrease of income of **£85,898** (-13.6%) compared to the previous year (**£631,419**). All funding received has enabled service delivery and organisational running to provide vital support for our clients. It also assisted in meeting increased demand for our services including from clients with increasingly complex needs.

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

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

RESERVES POLICY

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

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

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REGISTERED CHARITY NUMBER: 1069129

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Trustees' Annual Report (cont).

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

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

Independent examiner

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

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

Laura Sowerby – Chair of Trustees

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am member of the Institute of Chartered Accountants England and Wales (ICAEW), which is one of the listed bodies.

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

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

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

HPH Chartered Accountants
54 Bootham
YORK
YO30 7XZ

Adrian Rodaway, FCA, BFP, DChA
3 November 2025

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

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

CONTINUING OPERATIONS

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

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

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

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

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

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

Directors' responsibilities:

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and

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

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

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

Laura Sowerby - Director and Trustee

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

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

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

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

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

ANALYSIS OF CASH AND CASH EQUIVALENTS

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

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

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

2. ACCOUNTING POLICIES

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

a) Legal entity

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

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

b) Basis of preparing the financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019) - (Charities CORP FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Survive meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

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

c) Going concern

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

d) Income

Donations

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

Other trading activities

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

Investment income

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

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

2. ACCOUNTING POLICIES - continued

e) Expenditure

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

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

f) Tangible fixed assets

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

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

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

g) Taxation

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

h) Fund accounting

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

i) Pension costs and other post-retirement benefits

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

j) Debtors

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

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

2. ACCOUNTING POLICIES - continued

k) Cash at bank and in hand

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

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade

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

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

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

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

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

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

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

6. SUPPORT COSTS

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

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

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

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

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

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

7. NET INCOME/(EXPENDITURE)

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

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

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

9. STAFF COSTS

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

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

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

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

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

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

10. COMPARITIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

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

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

12. DEBTORS**2025
£****2024
£**

Prepayments and accrued income

9,428

7,717

£ 9,428

£ 7,717

13. CREDITORS amounts falling due within one year**2025
£****2024
£**

Trade creditors

13,771

6,417

Social security and other taxes

6,210

4,016

Other creditors

36

-

Accrued expenses and deferred income

3,078

3,621

£ 23,095

£ 14,054

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

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

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

15. Details of Funds Held

Unrestricted funds

The general fund is unrestricted and available for general purposes.

Designated funds

Designated for planned closure costs and redundancies.

Restricted funds

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

The National Lottery Community Fund

Developing income streams to help even more survivors thrive.

Office of Police, Fire, Crime Commissioner (OPFCC)

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

OPFCC, EMDR and Trauma Therapy

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

Lloyds Bank Foundation

To provide support to survivors in the York area.

Rape Support Ministry of Justice

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

Ministry of Justice COVID Recovery

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

The Purey Cust Trust

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

Duke of Devonshire Charitable Trust

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

East Riding Project

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

NHS ICS

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

University Students Project

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

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

16. ANALYSIS OF FUNDS

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

17. RELATED PARTY DISCLOSURES

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