



**Northamptonshire  
Domestic Abuse Service**

# **IMPACT REPORT 2024-2025**



**[www.ndas.co](http://www.ndas.co)  
Tel: 0300 0120154**

# A MESSAGE FROM OUR CHAIR

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Last year I wrote about the passion and commitment that our staff and volunteers bring to their work every day and the courage and determination of our clients, to change their lives and those of their children; to escape domestic abuse and secure a safer and better future. That work is ongoing, relentless, challenging and difficult. I am constantly amazed and humbled by the sheer amount of effort and hard work that goes into providing our Service and once again I thank all those people who make it possible and salute the courage of our clients.

The front-line services are delivered by trained and highly experienced caseworkers. We have dedicated teams for both adult and children's work, female only refuges and male refuge; specialist workers within our Substance Misuse Refuge, our Diverse Needs Refuge, Perpetrator programme and Healthcare Project. Our Refuges are spread across the county and we have single accommodation flats to meet particular needs, as well out outreach and groupwork.

These workers deserve to be recognised, thanked and congratulated for the work they do, but they cannot do it without the support of our 'backroom' and management teams. These teams also work very hard to ensure that there is proper supervision and management, financial control, income generation, estate management, volunteer recruitment, training, and the whole range of HR, Health & Safety, technology and telephony needed to support services and workers and ensure all of our premises are not just fit for purpose, but provide a welcoming environment for clients and children. They rarely get the recognition they deserve, their work is not so easily seen and valued, but without them the service couldn't operate. So, this year I particularly want to recognise their contributions and thank them for their expertise and careful management.

This past year we have continued to review our services, identifying opportunities for development. These reviews have fed into our renewed Vision of a society free from domestic abuse and our Values of being empowering, accountable, professional, evidence led and innovative. Our new 5-year Strategic Plan outlines our ambitions for the future - to lead the sector, ensure diversity & accessibility, invest in our people, develop services delivering proven excellence, build stronger partnerships and drive towards financial sustainability.

Everything is focused on delivering quality services that improve the lives of people in Northamptonshire affected by domestic abuse. Please take the time to read through this Impact Report to see how we do it and what we achieve. We cannot do this without the wonderful support of our funders, fundraisers and donors – Thank you for supporting us.



Glynis Bliss, MBE  
NDAS Chair

# A MESSAGE FROM OUR CEO

In March 2025, we agreed a new strategic plan for Northamptonshire Domestic Abuse Service.

Coming from months of engagement with staff, volunteers, trustees and service users we refreshed our vision and mission, explored values that were important to us and what our strategic priorities should be for the next 5 years.



**Vision: A society free from all forms of domestic abuse**

**Mission: To address harm caused by domestic abuse and work with others to reduce and prevent it.**

In this plan, we have recommitted ourselves to our vision of a world free from all forms of domestic abuse and to address the harm caused by domestic abuse, working with others to reduce and prevent it. Within this commitment we have pledged to provide diverse, accessible and quality services and deliver support that empowers, innovates and seeks to prevent and educate on domestic abuse, as a respected and trusted local specialist and as a steadfast county partner and collaborator.

And this is the foundation of all our hard work, not just on paper but throughout every layer of our team and every process and procedure we follow.

Whilst we have reflected on our past and future, with renewed purpose, this year has also represented one of uncertainty and introspection. The much-anticipated recommissioning of domestic abuse services has been announced and with it, excitement for the future but trepidation about the possibility of significant changes to services and our financial security for the future.

Entering this new commissioning process has consolidated existing partnerships and opened the door to fresh opportunities to strengthen how we safeguard, support and empower those affected by domestic abuse across Northamptonshire. Alongside this, we have continued to develop our strategy that looks firmly to the future regardless of the outcome of the tender: One that prioritises sustainability and the resilience needed to stand strong for victim survivors in an increasingly complex landscape.

Throughout this period of uncertainty, our teams have shown extraordinary courage, adaptability and commitment. Their compassion and professionalism have continued to shine through, regardless of the wider funding challenges, even as demand grows and the needs of the individuals and families we support become more complex. None of our work would be possible without this amazing staff team, who are supported by an equally amazing Board of Trustees.

With the dedication of our staff, trustees, an ever-growing body of volunteers and corporate partners, and supporters, I am confident that we are not only prepared for the challenges ahead but energised and determined to create lasting, positive change for those who turn to us in their most vulnerable moments.

And to those victim survivors who are brave enough to seek help, who use our services and who trust us to help them stay safe and rebuild their lives free from fear - your bravery and courage continue to inspire us every day.

A handwritten signature in black ink that reads "Rachel." with a period at the end. The script is cursive and elegant.

Dr Rachel Duncan  
Chief Executive

# OUR VISION AND MISSION

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## Our Vision

A society free from all forms of domestic abuse.



## Our Mission

To address harm caused by domestic abuse and work with others to reduce and prevent it.



## Our Values

- Empowering
- Accountable
- Professional
- Evidence led
- Innovative





# OUR YEAR IN NUMBERS

## This Year's Impact...

**2049** Adults Supported

**320** Children Supported

**98** Families Supported  
in Refuge

**133** Average number of  
days in refuge

**599** Clients Attended  
Groupwork

## Client Feedback

**89%**

of our clients said that NDAS have made a positive difference in their lives

**89%**

of our clients said that they felt listened to and believed by staff

**89%**

of our clients said that they would ask NDAS for support again if they needed to

**89%**

of our clients said that they received non-judgmental support from NDAS

It's vital that we listen to clients and act on any feedback we are given. We have quarterly meetings in each refuge where residents can speak to our Operations Manager and tell us how we are doing.

# SAFE ACCOMMODATION

## Safe Accommodation

### Keeping you safe

Refuge saves lives and has done in thousands upon thousands of cases. It works by providing temporary accommodation, security and specialist support for families fleeing domestic abuse and operates as a safety network available across the UK.

When clients first arrive in refuge, we offer them a package that contains toiletries, bedding and other essential items. We also provide emotional support and listen whilst they talk through the trauma they have suffered. Within the first two weeks of being admitted into refuge a comprehensive support and safety plan is put together.

*I now understand how a person should be treated in a relationship. You have given me the tools to spot warning signs.*

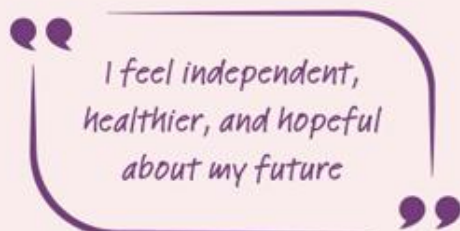
*I am now able to walk outside without fear and anxiety. I have been given a fresh start.*

NDAS currently run **9** refuges in Northamptonshire providing safe accommodation to **34** adults and **49** children at any one time. Within this portfolio, we have provision for **men (3 units)** and for **women (20 units)** with specific units for women with **substance misuse** issues (**5 units**) and women from **diverse communities (3 units)**.

Two of our refuges are independent flats (comprising of **3 units**), which enable us to respond to a wider variety of clients including trans and non-binary survivors, larger families and clients with specific or complex needs that we would struggle to respond to in existing refuge provision.







Linda



Linda had been with her husband since she was 16. In the final five years of her marriage, her experience of domestic abuse escalated. Her husband was alcohol dependent, financially controlling, and left Linda isolated from family and friends. Despite trying to leave several times, she was manipulated into returning.

When Linda was referred to refuge, she faced significant barriers: she was a homeowner with a mortgage, she was married, and she was also living with a disability. These factors can often make it difficult for victims to access refuge, but with the right support from our team, she was admitted the very next day. This marked the first step towards safety and change for Linda.

While in refuge, NDAS worked closely with other professionals to ensure Linda had the holistic support she needed. Together, we helped her apply for benefits, secure housing, and access to legal advice. With this multi-agency support, Linda successfully applied for divorce, had her former home sold, and was nominated a new property within sheltered accommodation for over-55s.

Eight months after arriving in refuge, Linda moved into her new home and began to rebuild her independence. Linda reflects that her life has "improved in many ways, including my physical health."

Her story demonstrates that refuge is not only a lifeline for those renting or without housing. Even where there are complex barriers such as homeownership or disability, it can provide safety, stability, and the opportunity for a fresh start.





# INCLUSIVITY



## What Survivors Say:

*"I have learnt so much. I feel more optimistic."*

*"Coming here has taught me that there are still nice people who can help you get back on your feet despite cultural differences."*

*"NDAS gave me legal, moral and emotional support to stay in this country which is what I desire with my grateful heart."*



## Inclusivity

At NDAS, we are passionate about diversity and ensuring that anyone, regardless of their gender identity, sexual orientation, race or religion, has the same access to support when they need it. We know that it is extremely difficult to break free from domestic abuse.

On average, someone will try to leave at least 5 times before they are successful. Imagine trying to do this when you don't speak any English, or if you don't have the right to basic financial support. This is the case for many people who are trying to leave abusive and controlling relationships.

In addition to our male refuge, opened in 2018 and our diverse needs refuge in 2020, we opened two new flats in late 2022. These flats allow us to provide dispersed accommodation to a range of clients including transgender and gender fluid individuals.

We also provide a group work programme designed specifically for black and brown victims of abuse.

We have a Diversity Lead who is dedicated to these specialist cases and helps us build relationships with diverse communities.



“  
I went from feeling lost  
and alone to becoming  
part of a community  
where I belong.  
”

Aisha



Aisha was referred to us by Southall Black Sisters after fleeing her abusive husband's family home several months earlier. She had experienced physical, emotional, financial, and sexual abuse at the hands of her husband and his immediate family. Having arrived in the UK with no family, limited funds, and little knowledge of the systems around her, Aisha didn't know where to turn for support.

From the start, NDAS provided Aisha with the support she needed to feel safe and secure. We assisted her with benefit and housing applications, while also guiding her through her Indefinite Leave to Remain application and divorce proceedings. With our support, she engaged with the police regarding the abuse she had experienced and began taking steps to hold her abusers accountable.

Aisha was determined to integrate into her new community and improve her prospects. She began attending English conversation classes, joined local women's groups, volunteered at the library, and participated in cultural activities. She also received counselling and completed our Recovery Toolkit programme, helping her process her experiences and regain confidence.

Over the months, Aisha has achieved remarkable progress. She has been granted Indefinite Leave to Remain and is preparing for independent living. She has enrolled in IT, ESOL, and maths courses, while continuing to volunteer. She has proactively engaged with legal processes, supporting her divorce and potential prosecution proceedings, and has become a valued member of her community, offering guidance and support to others.





# PROFESSIONAL ADVICE AND SUPPORT

## Advice line

Our specialist advice workers are available 24/7 via our Advice Line and are on hand to provide guidance and support to a range of people. We provide advice to people experiencing domestic abuse and those who have concerns about someone they know as well as professionals working with a family that need expert help.

We can also offer advice through our online chat facility on our website which is available from 9.00am to midnight every day, through Facebook Messenger and directly by email.

*Calls up from  
409 in 2023-24*

Face-to-face drop-in appointments are available at a range of partner agency locations throughout Northamptonshire as well as online virtual drop-in sessions twice a week, where clients can video call our advice workers if safe to do so.

Even if victim survivors are not ready or able to move on, we always highly recommend speaking to one of our workers, who can tell them what their options are, provide advice on how to stay safe – and importantly, just be there and listen.

1252

Contacts  
received 

665

Survivors  
Supported 

385

Emails  
Received 

461

Professionals  
Advised 

758

Phone  
Calls Received 

86

Online  
Chats 

18

Face To  
Face  
Advice 



# TRAINING

## Training



### Supporting professionals

- We offer specialist training in various aspects of domestic abuse to professionals that work with families impacted by abuse.
- Our training courses Domestic Abuse Awareness and The Impact of Abuse on Children and Young People are CPD accredited.
- As well as delivering bespoke courses to a range of providers including those in housing and in education settings, we provide tailored training programmes to HR departments and Line Managers of a variety of corporate businesses.



*This training is essential so everyone has a good understanding of how to support those impacted*



*The trainer's enthusiasm, passion and knowledge shone throughout the day.*



### The Benefits For Your Organisation

- Increased awareness of domestic abuse in the workplace
- How to spot the signs of abuse
- How to "ask the question" and respond to the answer
- Ensure your staff feel safe at work and increase productivity
- Reduce staff absences due to domestic abuse
- Save your company money
- Provide vital funding to support a local charity



**DOMESTIC ABUSE  
IN THE WORKPLACE**  
TRAINING FOR HR & LINE MANAGERS



Email [info@ndas-org.co.uk](mailto:info@ndas-org.co.uk)  
to book your place!

# CHILDREN'S WORK

## Working with children

We provide outreach support to children and young people in the community as well as to those that stay with us in refuge. Sessions are offered to all children in refuge, with support provided to access school and nursery places. We also plan and deliver a range of activities throughout the year.



Our support programmes for children use age-appropriate, trauma-informed approaches to help them safely share their experiences, understand they are not to blame and not alone. We introduce ways to stay safe and how to trust again, and help to build self-confidence, independence, support networks and positive relationships.



Sessions are tailored to the needs of each child but always include safety planning, thoughts and feelings, healthy/unhealthy relationships, support networks and understanding the different types of abuse. They also empower parents to manage trauma associated behaviours in a safe way.

We have worked hard to build on the range of groupwork sessions we offer to parents and children and our specialist workers have devised two in house programmes, 'Me and Others' and 'Me and Us'.

### Me and Others

This programme aims to provide young people aged 11-16 with an opportunity to explore and learn what healthy relationships are all about.

It highlights what healthy and unhealthy relationships look like, our personal boundaries within these relationships and where to go if we need help regarding this.



### Me and Us

This programme aims to provide children aged 5-11 with an opportunity to explore and learn what relationships are all about and considers what makes a relationship healthy or unhealthy.

We want to equip children with the knowledge to make safe choices and have the confidence to share concerns with their trusted adults.





# CHILDREN'S WORK



Jake



*"I feel good about making progress from where I started."*

Jake and his family fled domestic abuse just as the COVID-19 lockdown began. Without access to face-to-face support, they were left to cope alone. By 2023, Jake was struggling to come to terms with his experiences and suffered with severe anxiety, school refusal and suicidal thoughts.

When referred to our children's outreach service, Jake disclosed feelings of shame, anger and being "unsafe most of the time." His anxiety made it very difficult for him to attend school, and he often missed support sessions too. Rather than close the referral, our children's worker used a trauma-informed, flexible approach to maintain contact and build trust at Jake's pace.



Partnership working was vital: we advocated for Jake in school, arranged online learning when he could not attend, and secured a donated laptop so he could study from home. Regular online sessions became a lifeline, helping Jake re-engage with education and explore his hopes for the future. Over time, Jake began going out more, reported less anxiety, and spoke proudly of his progress: "I feel good about making progress from where I started."



He also found the courage to share his experiences with the police, knowing it could help protect others. Jake still faces challenges, but he now has grounding techniques, renewed confidence and a more positive outlook. Jake has learnt to recognise his resilience and now hopes to attend college in the future.



# VOLUNTEERS

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## Volunteering

**Volunteers are at the heart of everything we do at NDAS.**

We are proud to say that our volunteer team has increased significantly this year and the ongoing commitment of our volunteers plays a crucial role in helping us to deliver high-quality support to individuals and families affected by domestic abuse.

Each volunteer contributes an average of two hours per week in roles which support every aspect of our delivery from befriending to gardening, admin support to advice line support, and children's activities to maintenance. Volunteers provide us with a significant contribution of time and expertise that strengthens the capacity of our services and enhances outcomes for those we support.

We regard volunteers as an essential part of our wider team, bringing fresh perspectives, lived experience, and valuable insights that can help shape and improve our services. We invite volunteers to attend team meetings to ensure they are informed, included, and able to contribute to discussions about service delivery and development.

As well as a dedicated induction programme, volunteers are offered access to staff training and professional development opportunities, reflecting our commitment to investing in their growth. We deeply value their contribution, not only for the time they give but for the compassion, skill, and perspective they bring to our work every week.

### What Volunteers Say:

*"I really value giving a little bit back, to know that my small input could help someone escape from the horror of domestic abuse means so very much to me."*

*"I feel completely supported by the entire team and always receive a warm welcome from clients and staff."*

*"I would, without hesitation, suggest and encourage others to volunteer with NDAS"*

# CORPORATE VOLUNTEERS



## Corporate Support



Many local businesses provide their employees with up to two days of paid volunteering leave each year, enabling them to support community projects that make a real difference. These partnerships strengthen our capacity to maintain safe, welcoming environments for service users and ensure that our limited resources can be focused where they are needed most.



Over the past year, corporate volunteer teams have supported us in a variety of practical and creative ways – from gardening makeovers and fence painting to administrative support, Christmas campaigns, and fundraising activities. Their efforts have transformed our spaces, enhanced the experience of the families who use our services, and provided much-needed additional support during busy periods.

**"The experience strengthened our sense of community and reminded us of the power we have to make a difference"**



We place great value on the relationships we build with our corporate partners. These collaborations not only deliver immediate practical benefits but also help raise awareness of domestic abuse and the importance of community-based support. By volunteering their time, corporate teams demonstrate social responsibility in action – making a tangible difference for survivors and their families while strengthening the connection between business and community.



# FUNDRAISING

## Fundraising

Last year, our amazing supporters raised an amazing...

**£26,097.84!!**





# SUPPORTERS

*Thank you to all our supporters!*

Holy Cross Church  
Jasmine McNamee  
Futures Housing  
Jane Orr  
Karen Tweedale  
Penny Cory

Laura Giddings  
Heather Wilkins  
Emma Houston  
Eydon Ladies  
Pamela Pringle

St Andrew's Church, Kettering  
Charlotte Varnsvery  
Brigstock Knit and Natter  
Holy Cross Church  
Rushden Golf Club Ladies



*We would like to make a special thank you to a local family who make a regular donation allowing us to provide crisis vouchers for families coming into refuge with nothing.*

# TRUSTEES' REPORT

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

## OBJECTIVES AND ACTIVITIES

### The objectives of the charity are:

- a) The relief of those in need who have experienced domestic abuse,
- b) The saving of lives, and
- c) The prevention or relief of poverty for people affected by domestic abuse.

To achieve these objectives, we:

- a) Provide for the relief of all victims, survivors, their children and other people who have been affected by domestic abuse, as defined in the Domestic Abuse Act 2021.
- b) Raise awareness and understanding of domestic abuse in all of its forms, in order to educate, prevent and eradicate.
- c) Work towards the eradication of domestic abuse and gender-based violence, recognising the impact of gender inequalities on victimisation.
- d) Provide places of safety where people and their children can be protected from abuse or persecution.
- e) Provide temporary accommodation, wrap around services and aftercare.
- f) Facilitate access to appropriate trauma-informed support including for those with complex needs.
- g) Provide services which include information, advice, signposting and referral, counselling, support and groupwork.
- h) Work with perpetrators of domestic abuse to reduce harm and offending.
- i) Engage the wider public through awareness raising and training.
- j) Deliver a service to all including men, women, non-binary clients and trans clients.
- k) Deliver a service across Northamptonshire to clients whether locally based or where they have relocated to Northamptonshire for safety reasons.

### The general aim of the charity is to:

Use the expertise gained over forty years of experience in providing for the relief of all victims, survivors, their children and other people who have been affected by domestic abuse; provide places of safety and temporary accommodation, wrap around services and aftercare; provide information, advice, signposting and referral, counselling, support and groupwork, including for those with complex needs; working towards services for perpetrators to reduce harm and offending; raise awareness and understanding of domestic abuse; undertake awareness raising and training; ensure the service is non-discriminatory and based on need and enabling independence.

The charity's achievements and plans for the future are detailed in the reports from the Chairperson and Chief Executive in previous annual reports and more information can be found at [www.ndas.co](http://www.ndas.co).

## STRUCTURE GOVERNANCE AND MANAGEMENT

### Governing Document

Northamptonshire Domestic Abuse Service (NDAS) is a company limited by guarantee governed by its Memorandum and Articles of Association dated 22nd June 1994 and amended to allow for current governance in 1998, 2001, 2012, 2016 and 2024. Exemption from the requirement to use the word "Limited" has been obtained. It remains a registered charity. The Trustees have the discretion to admit to membership any person over the age of 18 years who supports the objects of the company.

# TRUSTEES' REPORT

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## Recruitment and Appointment of Trustees

Membership of the Board is by application. When considering co-opting members, the Board takes into consideration the requirements for any specialist skills that may be required to enhance its work.

The process for recruitment and appointment is laid down in the NDAS's policies and procedures.

## Director Induction and Training

New Trustees attend a Board meeting as an observer and receive an induction pack to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the strategic and delivery plans and financial information relating to the performance of the charity.

During induction they meet key employees and other Trustees and have the opportunity to appropriately visit our Refuge provision. Trustees are encouraged to attend appropriate internal and external training and other events where these will facilitate the undertaking of their role.

## Organisational Structure

The Board of Trustees, which can have between 5 and 15 members, administers the charity. The Board meets every 6 weeks. Dr Rachel Duncan is the Chief Executive, who works with the Board of Trustees to set the strategic direction and is responsible for its management and delivery and the income generation to support it. The senior management team comprises the Business, Operations and Finance Managers who oversee the day-to-day operations of the charity, with delegated authority within a scheme of delegation approved by the Trustees, for operational matters including finance, employment and the delivery of services.

## Key Management Remuneration

The remuneration and pay of management roles are reviewed annually by the trustees giving regards to similar roles elsewhere in the charity sector, cost of living using national indicator sets, financial position and also considering the relationship with the salaries of other staff members.

## Related Parties

- The Charity has close working relationships with Orbit Heart of England Housing Association, PA Housing, Amplius, West Northamptonshire Council, North Northamptonshire Council and Northamptonshire Quakers who own the properties managed by the charity as refuge accommodation (alongside 2 flats owned by NDAS) for the purpose of provision of safe accommodation.
- A grant agreement is in place with West Northamptonshire Council but funded by WNC and NNC (applying DLUHC safe accommodation funding) in fulfilment of the Local Authority duties in the Domestic Abuse Act 2021 (Part 4 Section 57).
- A separate contract is held with North Northamptonshire Council but funded by both NNC and WNC (through DLUHC safe accommodation monies) that supports the Substance Misuse Refuge.

Multi-agency work with both statutory and voluntary agencies continues on a daily basis to enhance the services available to our mutual service users throughout the county. In particular, partner agencies include West and North Northamptonshire Councils, the Northamptonshire Office of the Police, Fire and Crime Commissioner, Northamptonshire Police, Northamptonshire Integrated Care Board, Northamptonshire Children's Trust, EVE, Service Six, Northamptonshire Rape Crisis, S2S, Family Support Link, Voice and the Sunflower Centre.



# TRUSTEES' REPORT

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## RISK MANAGEMENT

The Trustees have a risk management strategy that comprises:

- a quarterly review of the risks the charity may face.
- the establishment of system and procedures to mitigate those risks identified.
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.
- Nominated Trustee Champions providing support to the management team who have delegated day to day oversight of the risk register.

The Board of Trustees has conducted its own review of the major risks to which the charity is exposed, and systems have been established to mitigate those risks. External risks to funding have been considered and internal risks minimised by the use of procedures for the authorisation of all transactions and projects to ensure consistent quality for all operational aspects of the charity. These procedures are reviewed annually to ensure they still meet the needs of the charity.

Demand for our adult and child services and associated waiting lists continue to grow and be subject to risk and service overview with a strongly managed plan; Dr Duncan continues to work with commissioners to address the resources needed.

Risk management was further strengthened during the year through the Board's development of a Critical Incident Plan, which sits alongside the Business Continuity Plan.

## FINANCIAL REVIEW

### Reserves Policy

The total reserves as at 31 March 2025 were £567,031 The total funds as at 31 March 2025 were £854,696. The Board of Trustees have designated funds for use in 2024-2025 as per Note 10 to the accounts.

The Charity's unrestricted liquid reserves as at March 2025 were above the necessary reserves policy of 4 months running costs at the 2024-2025 level of expenditure. As at 31 March 2025 the amount of restricted funds held within the reserve policy is £47,275 in respect of grants for outstanding hardship funds, recourse to public funds and employing volunteer co-ordinator. The amount of reserves after making allowances for the restricted and designated reserve is £782,421, the designated are to be spent in 2025/26.

The Board of Trustees have reviewed their reserves policy. Maintaining the level of reserves at the equivalent of four months running costs is considered to be prudent to ensure that:

- the running costs of the charity are met in the event that the charity is forced through lack of funding to discontinue, and its affairs wound up;
- a project can be continued for a short term, when project funding is unexpectedly withdrawn or discontinued, in order to explore the possibility of maintaining the project in the longer term through an alternative funding stream;
- long term commitments which extend beyond the term of secured funding can be covered should continuation funding not be available e.g. lease commitments;
- one off pieces of work to promote or develop the charity's work can be undertaken as opportunities present themselves without the requisite funding being available.

# TRUSTEES' REPORT

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## Significant Events

This has been a very busy and productive year, with demand for our services increasing by 18% from the previous year.

The Board has continued to focus on its income strategy, aiming for a diverse spread of income. We are pleased with increased success of our fundraising plan and particularly links with corporate support. Volunteer recruitment has also been developed and increased through dedicated resources, which has led to significant additional support for staff and clients.

Some re-alignment of resources has increased the capacity and strength of our Business Support Team to meet the increasing challenges of, and needs for, ITC, HR, H&S and financial management, without adversely affecting client services.

We were particularly pleased to support and manage a partnership project with Health, which has been identified nationally as best practice; the project will continue to be funded for next year.

During the year the Board embarked on a wholesale review of services, which is ongoing, with the aim of ensuring we were meeting our objectives and to identify development needs and opportunities, which will feed into future strategic and delivery plans.

The Board continues to ensure insight into services and client needs through alternating thematic meetings where staff can showcase their work, promote development opportunities and highlight local and national projects and trends. It continues to have regular development sessions where risks, challenges and good governance practice can be presented and discussed in depth. Joint Away Days with staff are held twice annually, including this year the development of the new 5 year Strategic Plan.

The Board has a Skills Register whereby it can review the experience and expertise of trustees and the board collectively, and effectively identify and target trustee recruitment. This year we recruited a new Non Executive Financial Director who has started work to support the development and improvement of financial management and board oversight.

The Trustees greatly value and recognise the commitment and hard work of their staff. Although constrained by finances, we have continued to review staff benefits and terms and conditions and award a cost of living annual increase so that, although we cannot always match public and private sector funding, our aim is that staff will consider NDAS an excellent place to work, which is evidenced through our excellent retention rate and staff surveys.

## Plans for the Future

Our Income Generation Strategy will continue to be robustly implemented, with constant focus on diversified income, fundraising, corporate partnership support and volunteer resources to support our staff and services. We will continue to be innovative and creative in how we develop and deliver services, keeping updated with national initiatives and programmes and always aiming to achieve and surpass best practice.

In the next year we will continue with our Service Reviews to ensure that what we are doing, we are doing well and to feed into future planning



# TRUSTEES' REPORT

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We will deliver our new Strategic Plan through key objectives:

1. Leading the Sector, ensuring a strong voice in local plans to address domestic abuse and safe accommodation;
2. Ensuring diversity and accessibility across our services;
3. Investing in staff and volunteers;
4. Improving and developing services;
5. Delivering proven excellence;
6. Building stronger partnerships;
7. Driving financial sustainability.

Our annual delivery plan will identify and deliver how we will achieve these. It is managed by the Chief Executive with regular reports to the Board.

A key and important challenge for 2025-26 will be the intention of the Unitary Authorities to move from commissioning to tendering of supported accommodation services. Dr Duncan and her team will work with the Board to ensure a strong and competitive tender is made.

## **Fundraising Standards Information**

The Fundraising Coordinator continues to play an important role in our Income Strategy. Whilst we will inevitably continue to rely on significant commissioning to help deliver statutory duties and local strategic plans, we continue to strive to achieve a significant level of independent funding that enables us to develop and deliver services to meet local needs, with flexibility to be innovative and creative, and recruit and retain excellent staff and volunteers.

With fundraising focussing on income through small and medium grants and corporate partnerships, nevertheless, we continue to support and encourage individual and group fundraising activities and we will continue to hold and participate in awareness raising events countywide, for which our staff, volunteers and supporters continue to go above and beyond to raise much needed funds.

We comply with the standards set out in the Code of Fundraising Practice, as set and applied by the Fundraising Regulator, and ensure all of our work includes treating people fairly and with respect, explaining our cause clearly and honestly, outlining what money raised can pay for; and in particular being sensitive to people who may be in vulnerable circumstances

There were no compliance issues, and we received no complaints related to fundraising activity in the last financial year. Compliance with the code is carefully monitored through robust supervision and line management and overview at Board level.

## **Benefit Statement**

The charity continues to work to identify, develop and deliver safe services to victims of domestic abuse and their children across Northamptonshire and provides refuge provision to victims countrywide. We provide 9 refuges that include 2 independent flats across the county, including a specialist substance misuse refuge, a Diversity refuge with Diversity workers, and one of the very few male refuges in the country. We provide a 24/7 advice line, child centred services and outreach in accessible venues across the county. On our own and in partnership with other key services, we deliver a full programme of enabling courses aimed at adults, children and families and we hope to further develop work in schools during the next year. Through effective partnership working we influence domestic abuse strategy and planning. In line with our commitment to reduce offending and eliminate domestic abuse, we have been modestly successful in securing funding for Voluntary Perpetrator Programmes and we are hopeful that this will continue to be further developed.

# TRUSTEES' REPORT

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Our services and facilities are monitored and reviewed by the Board of Trustees to ensure they remain fit for purpose and are provided appropriately to enable the furtherance of the charity's objectives and for the public benefit.

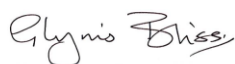
The Trustees have had regard to the Charity Commission's guidance on public benefit.

## **Principal Funding Sources**

The principal funding sources and how expenses have supported the key objectives of the charity for the year are detailed within this report and the financial statements.

Approved on 14<sup>th</sup> January 2026 by:

Glynis Bliss, MBE (Chair, Board of Trustees)





# STATEMENT OF TRUSTEES' RESPONSIBILITIES

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The trustees (who are also the directors of Northamptonshire Domestic Abuse Service for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

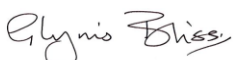
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## AUDITORS

The auditors, Shaw Gibbs (Audit) Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 14<sup>th</sup> January 2026 and signed on its behalf by: Glynis Bliss  
(Chair, Board of Trustees)



# REPORT OF THE INDEPENDENT AUDITORS

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## TO THE TRUSTEES OF NORTHAMPTONSHIRE DOMESTIC ABUSE SERVICE

### Opinion

We have audited the financial statements of Northamptonshire Domestic Abuse Service (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information



# REPORT OF THE INDEPENDENT AUDITORS

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## TO THE TRUSTEES OF NORTHAMPTONSHIRE DOMESTIC ABUSE SERVICE

and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### **Our responsibilities for the audit of the financial statements**

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

# REPORT OF THE INDEPENDENT AUDITORS

---

## TO THE TRUSTEES OF NORTHAMPTONSHIRE DOMESTIC ABUSE SERVICE

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below: We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011, Companies Act 2006, United Kingdom Generally Accepted Accounting Practice and relevant Taxation legislation.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and the understatement of revenue. Our audit procedures to respond to these risks included inquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing meeting minutes, regulatory correspondence and professional fees, detailed substantive testing on the completeness of income, and reviewing accounting estimates for biases. We will also review the regulatory correspondence with the Charity Commission.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

### Use of our report

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



Nicola Fox FCA (Senior Statutory Auditor)  
for and on behalf of Shaw Gibbs (Audit) Limited  
Chartered Certified Accountants  
Statutory Auditor  
Eagle House  
28 Billing Road  
Northampton  
Northamptonshire  
NN1 5AJ  
Date: 16 January 2026



# STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025 INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

	NOTE	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL 2025 £	TOTAL 2024 £
<b>Incoming Resources</b>					
Donations and legacies	<b>1</b>	73,045	-	73,045	56,467
Investment Income	<b>2</b>	17,195	-	17,195	18,905
Other Incoming Resources	<b>3</b>	2,560	-	2,560	11,870
Incoming resources from charitable activities:					
Rent received		476,382	-	476,382	394,943
West Northants Council Community Support Grant		393,983	-	393,983	373,273
North Northants Council Community Support Grant		-	414,290	414,290	334,609
North Northants Council – Children’s DA support work		-	63,050	63,050	10,710
West Northants Council support work		-	69,387	69,387	31,525
PFCC Funding – BAME & Child		-	57,254	57,254	57,255
NNC Targeted support worker		-	-	-	15,000
Standing Together – Crossing pathways initiative		-	8,846	8,846	45,682
PFCC-Serious Violence Duty Funding		-	18,585	18,585	17,877
The National Lottery Community Fund		-	22,195	22,195	11,000
NNC Household Support Fund		-	-	-	4,000
NRPF – WNC		-	10,000	10,000	-
Thomas Brington Foundation		-	7,600	7,600	10,000
Scott Bader		-	3,000	3,000	-
Kingsthorpe Parish Community Grant		-	-	-	2,000
Screwfix Foundation		-	5,250	5,250	-
Global Giving Foundation Grant		-	15,678	15,678	3,957
<b>Total incoming resources</b>		<b>963,165</b>	<b>695,135</b>	<b>1,658,300</b>	<b>1,399,073</b>

# STATEMENT OF FINANCIAL ACTIVITIES (continued)

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2025 INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

## Resources Expended

### Charitable activities

Provision of refuges and supporting services	4	1,009,759	672,507	1,682,266	1,467,418
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### Total resources expended

1,009,759	672,507	1,682,266	1,467,418
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### Net incoming resources for the year

5	(46,594)	22,628	(23,966)	(68,345)
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### Transfers

10	-	-	-	-
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### Net movement in funds

(46,594)	22,628	(23,966)	(68,345)
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## Reconciliation of Funds

### Balances brought forward at 1 April 2024

854,015	24,647	878,662	947,007
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### Balances carried forward at 31 March 2025

807,421	47,275	854,696	878,662
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The company has no recognised gains or losses other than those included in the surplus above.

There were no discontinued operations.

The notes on the following pages form part of these financial statements.

# STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31<sup>ST</sup> MARCH 2024. INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

	NOTE	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL 2024 £
<b>Incoming Resources</b>				
Donations and legacies	1	56,467	-	56,467
Investment Income	2	18,905	-	18,905
Other Incoming Resources	3	11,870	-	11,870
Incoming resources from charitable activities:				
Rent received		394,943	-	394,943
West Northants Council Community Support Grant		373,273	-	373,273
North Northants Council Community Support Grant		334,609	-	334,609
North Northants Council - Children's DA support work		-	10,710	10,710
West Northants Council support work		-	31,525	31,525
PFCC Funding – BAME & Child		-	57,255	57,255
NNC Targeted support worker		-	15,000	15,000
Standing Together - Crossing pathways initiative		-	45,682	45,682
PFCC-Serious Violence Duty Funding		-	17,877	17,877
The National Lottery Community Fund		-	11,000	11,000
NNC Household Support Fund		-	4,000	4,000
Thomas Brington Foundation		-	10,000	10,000
Kingsthorpe Parish Community Grant		-	2,000	2,000
Global Giving Foundation Grant		3,957	-	3,957
<b>Total incoming resources</b>		<b>1,194,024</b>	<b>205,049</b>	<b>1,399,073</b>
<b>Resources Expended</b>				
<b>Charitable activities</b>				
Provision of refuges and supporting services	4	1,260,700	206,718	1,467,418
<b>Total resources expended</b>		<b>1,260,700</b>	<b>206,718</b>	<b>1,467,418</b>
<b>Net incoming resources for the year</b>	5	<b>(66,676)</b>	<b>(1,669)</b>	<b>(68,345)</b>
<b>Transfers</b>	10	-	-	-
<b>Net movement in funds</b>		<b>(66,676)</b>	<b>(1,669)</b>	<b>(68,345)</b>
<b>Reconciliation of Funds</b>				
<b>Balances brought forward at 1 April 2023</b>		<b>920,691</b>	<b>26,316</b>	<b>947,007</b>
<b>Balances carried forward at 31 March 2024</b>		<b>854,015</b>	<b>24,647</b>	<b>878,662</b>

The company has no recognised gains or losses other than those included in the surplus above.

There were no discontinued operations.

The notes on the following pages form part of these financial Statements.



# BALANCE SHEET AS AT 31<sup>ST</sup> MARCH 2025

NORTHAMPTONSHIRE DOMESTIC ABUSE SERVICE. COMPANY NUMBER 2978532

	NOTE	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL 2025 £	TOTAL 2024 £
<b>Fixed Assets</b>					
Tangible Assets	7	240,390	-	240,390	238,944
<b>Current Assets</b>					
Debtors, Prepayment and Accrued Income	8	44,775	11,750	56,525	84,995
Cash at bank and in hand		556,273	44,775	601,048	681,718
		<b>601,048</b>	<b>56,525</b>	<b>657,573</b>	<b>766,713</b>
<b>Creditors</b>					
Amounts falling due within one year	9	34,017	9,250	43,267	126,995
<b>Net current assets</b>		<b>567,031</b>	<b>47,275</b>	<b>614,306</b>	<b>639,718</b>
<b>Total assets less current liabilities</b>		<b>807,421</b>	<b>47,275</b>	<b>854,696</b>	<b>878,662</b>
<b>Creditors</b>					
Amounts falling due after more than one year		-	-	-	-
<b>Net assets</b>	10	<b>807,421</b>	<b>47,275</b>	<b>854,696</b>	<b>878,662</b>
<b>Funds</b>					
Restricted funds					
Community Fund		-	-	-	1,150
NNC Hardship (3)		-	-	-	9,977
NNC Hardship (2)		-	-	-	1,425
West Northants Council		-	10,000	10,000	-
Thomas Brington Foundation		-	13,220	13,220	2,650
Goodwill Solutions		-	11,597	11,597	7,445
Global Giving		-	7,458	7,458	-
Scott Bader		-	3,000	3,000	-
Kingsthorpe PC		-	2,000	2,000	2,000
Designated funds					
Refuge refurbishment		25,000	-	25,000	25,000
Other unrestricted funds		782,421	-	782,421	829,015
<b>Total Funds</b>		<b>807,421</b>	<b>47,275</b>	<b>854,696</b>	<b>878,662</b>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small company's regime.

The financial statements were approved by the Board of Trustees on 14<sup>th</sup> January 2026 and were signed on its behalf by: Glynis Bliss (Chair, Board of Trustees)

*Glynis Bliss*

# CASH FLOW STATEMENT

For the Year Ended 31<sup>st</sup> March 2025

	2025 £	2024 £
<b>Cash flows from operating activities</b>		
<b>Net cash provided by (used in) operating activities</b>	<b>(79,722)</b>	<b>(7,690)</b>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(18,143)	(8,974)
Interest received	17,195	18,905
<b>Net cash provided by (used in) investing activities</b>	<b>(948)</b>	<b>9,931</b>
<b>Cash flows from financing activities</b>		
Repayments of borrowings	-	-
<b>Net cash provided by (used in) financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the reporting period</b>	<b>(80,670)</b>	<b>2,241</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>681,718</b>	<b>679,477</b>
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>601,048</b>	<b>681,718</b>
<b><u>Reconciliation of net income/(expenditure) to net cash inflow from operating activities</u></b>		
Net income/(expenditure) for the reporting period	(23,966)	(68,345)
Depreciation charge	16,697	7,972
Finance income	(17,195)	(18,905)
(Increase)/Decrease in debtors	28,473	(31,370)
Increase/(Decrease) in creditors	(83,731)	102,958
	<b>(79,722)</b>	<b>(7,690)</b>

# NOTES TO THE ACCOUNTS

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## ACCOUNTING POLICIES For the Year Ended 31<sup>st</sup> March 2025

### a. Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS102)' Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting standard 102'The Financial Reporting Standard applicable in the UK and Republic of Ireland', and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Northamptonshire Domestic Abuse Service is an incorporated charity limited by guarantee, registered in England and Wales. The charity's number and registered office address can be found on the Company Information page.

### b. Taxation

The charity is exempt from corporation tax on its charitable activities.

### c. Pension costs and other post-retirement benefits

The charitable company operates 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.

### d. Financial instruments

Cash and cash equivalents in the balance sheet comprise cash at banks and in hand and short-term deposits with an original maturity date of three months or less.

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of comprehensive income under administrative expenses.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the entity after deducting all of its financial liabilities.

Where the contractual obligations of financial instruments are equivalent to a similar debt instrument, those financial instruments are classed as financial liabilities. Financial liabilities are presented as such in the balance sheet. Finance costs and gains or losses relating to financial liabilities are included in the profit and loss account. Finance costs are calculated so as to produce a constant rate of return on the outstanding liability.

### e. Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the Charity becomes entitled to the resources
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability.



# NOTES TO THE ACCOUNTS

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## ACCOUNTING POLICIES For the Year Ended 31<sup>st</sup> March 2025

### f. Donations and Gifts

All monetary donations are included in full in the statement of financial activities when receivable.

### g. Investment Income

Investment income is recognised when receivable.

### h. Grants Receivable

Revenue grants are credited as incoming resources when they are receivable provided conditions for receipt have been complied with.

### i. Liability Recognition

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

### j. Resources Expended

Expenditure is allocated in the statement of financial activities between restricted funds and unrestricted funds and is further analysed between charitable activities and governance costs.

### k. Fund Accounting

Restricted funds are to be used for specific purposes laid down by the donor. Expenditures for those purposes is charged to the fund, together with a fair allocation of overheads and support costs.

Unrestricted funds are incoming resources received and generated for expenditure on the general objectives of the charity. Where appropriate, funds are designated by the trustees for specific projects or anticipated major expenditure.

### l. Fixed Assets

Fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Where parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

Depreciation methods, useful lives and residual values are reviewed at each balance sheet date. The selection of these residual values and estimated lives requires the exercise of judgement. The trustees are required to assess whether there is an indication of impairment to the carrying value of assets. In making that assessment, judgements are made in estimating value use. The trustees consider that the individual carrying values of assets are supportable by their value in use.

Depreciation is provided at the following rates to write off all tangible fixed assets with the exception of freehold land, over their expected useful lives.

# NOTES TO THE ACCOUNTS

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## ACCOUNTING POLICIES For the Year Ended 31<sup>st</sup> March 2025

Leasehold Property	2% straight line
Office Equipment	25% straight line
Other Equipment	25% straight line

As from 2024/25 both Office Equipment and Other Equipment rates have increased from 15% to 25% and have been reflected in the accounts, this is due to previous policy not reflecting the true asset life. The Property rate of 2% remains the same. Note, additional depreciation has not been done retrospectively, only going forward.

m. Operating Leases

Rentals paid under operating leases are charged to statement of financial activities on a straight-line basis over the period of the lease.

n. Intangible Income

Intangible income, which comprises donated services, is recognised in the notes to the accounts at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable.

o. Presentational Currency

The presentation currency of the financial statements is the Pound Sterling (£).

p. Going Concern

The Trustees have considered a period of 12 months from the date of approval of these financial statements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the annual statements.

q. Significant judgement and estimates

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed within the individual accounting policies above.

r. Government grant policy

Government grants are recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

	UNRESTRICTED	RESTRICTED	TOTAL	TOTAL
	FUNDS	FUNDS	2025	2024
	£	£	£	£
<b>1. Donations and Legacies</b>				
Donations	73,045	-	73,045	56,467
	<b>73,045</b>	<b>-</b>	<b>73,045</b>	<b>56,467</b>
<b>2. Investment Income</b>			17,195	18,905
			<b>17,195</b>	<b>18,905</b>
<b>3. Other Incoming Resources</b>				
Student Fees			700	4,700
Training			1,860	7,035
Misc. Sales			-	135
			<b>2,560</b>	<b>11,870</b>
	UNRESTRICTED	RESTRICTED	TOTAL	TOTAL
	FUNDS	FUNDS	2025	2024
	£	£	£	£
<b>4. Resources Expended</b>				
<b>Charitable Activities</b>				
Salaries and related costs	729,916	236,996	966,912	831,516
Employer pension	11,872	3,640	15,512	14,652
Rent and rates	92,463	-	92,463	92,052
Heat and Light	91,372	-	91,372	85,393
Telephone	14,645	1,644	16,289	19,314
Insurance, repairs and maintenance	39,745	9,638	49,383	40,000
Hire of rooms	3,047	-	3,047	1,707
Cleaning materials and supplies	1,093	-	1,093	1,147
Furniture and equipment	8,898	-	8,898	9,268



# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

Television rental and TV licences	2,226	-	2,226	2,120
Motor vehicle and travel expenses	13,012	6,125	19,137	14,029
Equipment servicing	4,998	-	4,998	2,207
Sundry expenses	2,927	1,842	4,769	2,534
IT, Stationery, books and postage	37,432	-	37,432	34,530
Consultancy/Agency	1,775	-	1,775	9,476
Training and consultancy	12,314	-	12,314	9,385
Advertising	981	-	981	107
Interpreting expenses	4,550	-	4,550	4,588
Cleaning	5,807	-	5,807	6,352
HA Management Charges	125,206	-	125,206	100,132
Children's work resources	2,332	-	2,332	603
Counselling Therapist	9,855	-	9,855	8,730
Refuge refurbishment	30,691	-	30,691	25,697
DBS checks and Recruitment	1,112	-	1,112	1,301
Multi Occupancy Licence	616	-	616	-
No Recourse to public funds	-	4,357	4,357	10,997
Equipment Replacement	8,144	9,058	17,202	-
Hardship Expenditure	76	-	76	7,205
	<b>1,257,105</b>	<b>273,300</b>	<b>1,530,405</b>	<b>1,335,042</b>

	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL 2025 £	TOTAL 2024 £
<b>Governance Costs of the Charity</b>				
Auditor's remuneration – for audit work	7,200	-	7,200	6,066
Auditor's remuneration–non audit work	-	-	-	360
Depreciation - Owned Assets	16,697	-	16,697	7,972
Professional fees	627	-	627	20
	<b>24,524</b>	<b>-</b>	<b>24,524</b>	<b>14,418</b>
<b>Support Costs allocated to activities</b>				
Staff costs	113,085	-	113,085	106,491
Employer pension	4,235	-	4,235	2,205
Office expenses	9,092	-	9,092	8,689
Bank charges	925	-	925	573
	<b>127,337</b>	<b>-</b>	<b>127,337</b>	<b>117,958</b>
<b>Total Resources Expended</b>	<b>1,408,966</b>	<b>273,300</b>	<b>1,682,266</b>	<b>1,467,418</b>

# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

	2025	2024
	£	£
<b>5. Net Income/(Expenditure)</b>		
Net income/(expenditure) is stated after charging/(crediting):		
Auditor's remuneration for audit work	7,200	6,066
Auditor's remuneration for non-audit work	-	360
Depreciation – owned assets	16,697	7,972
	<b>23,897</b>	<b>14,398</b>
<b>6. Staff Costs and Trustees Remuneration</b>	<b>2025</b>	<b>2024</b>
	£	£
Wages and salaries	1,001,513	870,814
Social security costs	77,498	66,023
Pension costs	19,747	16,857
	<b>1,098,758</b>	<b>953,694</b>

The average monthly head count was 46 (2024:39) and the average number of employees was 33 (2024:39) on a full-time basis.

No employee received remuneration amounting to more than £60k (2024:nil).

No Trustees received any remuneration in the year.

During the year two Trustees received travel expenses of £482 only (2024: £36).

The total employee remuneration of key management personnel was £62,680 (2024:£59,789).

	OFFICE EQUIPMENT	OTHER EQUIPMENT	LEASEHOLD BUILDINGS	TOTAL
	£	£	£	£
<b>7. Tangible Fixed Assets</b>				
At 1 April 2024	116,870	76,268	233,925	427,063
Additions	10,758	7,385	-	18,143
Disposals	-	-	-	-
At 31 March 2025	<b>127,628</b>	<b>83,653</b>	<b>233,925</b>	<b>445,206</b>
<b>Depreciation</b>				
At April 2024	107,958	70,804	9,357	188,119

# NOTES TO THE ACCOUNTS

## For the Year Ended 31<sup>st</sup> March 2025

Charge for the year	6,564	5,454	4,679	16,697
Disposals	-	-	-	-
At 31 March 2025	<b>114,522</b>	<b>76,258</b>	<b>14,036</b>	<b>204,816</b>
Net Book Value				
At 31 March 2025	13,106	7,395	219,889	240,390
At 31 March 2024	8,912	5,464	224,568	238,944
<b>8. Debtors</b>			<b>2025</b>	<b>2024</b>
			<b>£</b>	<b>£</b>
Debtors			12,826	26,865
Prepayments and accrued income			43,699	58,130
			<b>56,525</b>	<b>84,995</b>
			<b>2025</b>	<b>2024</b>
			<b>£</b>	<b>£</b>
<b>9. Creditors: amounts due less than one year</b>				
Accruals and deferred income			43,267	126,995
			<b>43,267</b>	<b>126,995</b>

The deferred income at the Balance sheet date relates to invoiced contracted services during the previous year that have not been completed.

	2025	2024
Deferred income as at 1 <sup>st</sup> April 2024	105,330	-
Income deferred in the current year	£9,250	£116,242
Deferred income released in the year	£105,330	£10,912
Deferred income as at 31st March 2025	£9,250	£105,330



# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

10. Funds				2025	2024
				£	£
Unrestricted funds					
General fund				782,421	829,015
Designated funds:					
Refuge Refurbishment				25,000	25,000
Total				807,421	854,015
Restricted funds					
NNC – Hardship Fund (1)				-	1,425
HSF Winter Grant (2)				-	2,650
Thomas Brington Foundation				13,220	9,977
NNC – Hardship Fund (3)				-	1,150
Community Grant				11,597	7,445
West Northants Council - NRPF				10,000	-
Global Giving				7,458	-
Scott Bader				3,000	-
Kingsthorpe PC				2,000	2,000
				47,275	24,647
Movement in Funds					
Year ended 31 March 2025					
Funds	AT 1 APRIL	INCOMING RESOURCES	EXPENDITURE	TRANSFERS	AT 31 MARCH
Unrestricted:					
General	829,015	963,165	(979,068)	(30,691)	782,421
	829,015	963,165	(979,068)	(30,691)	782,421
Designated					
Refuge refurbishment	25,000	-	(30,691)	30,691	25,000
	25,000	-	(30,691)	30691	25,000
Total Unrestricted Funds	854,015	963,165	(1,009,759)	-	807,421
Restricted:					
North Northants Council - Community Support	-	414,290	(414,290)	-	-
North Northants Council - Children's DA support	-	69,387	(69,387)	-	-
West Northants Council - Children's DA support	-	63,050	(63,050)	-	-
PFCC Funding BAME & child	-	57,254	(57,254)	-	-
West Northants Council - NRPF	-	10,000	-	-	10,000

# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

Standing Together - Crossing pathways	-	8,846	(8,846)	-	-
NNC Hardship Fund (1)	1,425	-	(1,425)	-	-
NNC Hardship Fund (2)	2,650	-	(2,650)	-	-
Thomas Brington Foundation	9,977	7,600	(4,357)	-	13,220
NNC Hardship Fund (3)	1,150	-	(1,150)	-	-
Community Fund	7,445	22,195	(18,043)	-	11,597
PFCC & serious Violence Duty Funding	-	18,585	(18,585)	-	-
Kingsthorpe Parish LG	2,000	-	-	-	2,000
Global Giving	-	15,678	(8,220)	-	7,458
Scott Bader	-	3,000	-	-	3,000
Screwfix Foundation	-	5,250	(5,250)	-	-
	24,647	695,135	(672,507)	-	47,275
<b>Total Funds</b>	878,662	1,658,300	(1,682,266)	-	854,696

## Designated

The Refuge refurbishment is funding for planned decoration, replacement carpets on a cyclic rota of all refuges. The Transfer balance relates to expenditure of decoration in a particular refuge.

## Restricted

North Northants Council Community Support Grant is specific to overall DA support service provided in the area.

North and West Northants Council is in respect of specific children's work in Northamptonshire.

PFCC Funding is specific for provision BAME and Children work.

West Northants Council is specifically for clients who enter refuge with no recourse to public funds.

Standing Together pathways is in respect of health provisions for victims of DA in local region.

NNC Hardship 1,2 & 3, funds relate to service charge relief and winter clothing/bedding for NNC area clients.

Thomas Brington Foundation relates to funding for clients with no recourse to public funding.

Community fund grant is specific for funding of our Volunteer Co-ordinator post, over a 3 year period.

PFCC Serious Violence Duty Funding is specific for perpetrator work.

Kingsthorpe Parish Community grant is in respect of rear garden fencing work at one of our refuges in Northampton, to reestablish a car park area.

Global Giving is for conversion of back garden area to parking and move on packs for clients leaving refuge.

Scott Bader grant is funding for providing a client counselling.

Screwfix Foundation is conversion of play area in North area refuge to rubber matting on Health and safety grounds.

# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

## Movement in Funds

### Year ended 31 March 2024

<u>Funds</u>	<u>AT 1 APRIL</u>	<u>INCOMING RESOURCES</u>	<u>EXPENDITURE</u>	<u>TRANSFERS</u>	<u>AT 31 MARCH</u>
<b>Unrestricted:</b>					
General	895,691	1,194,024	(1,235,700)	(25,000)	829,015
	895,691	1,194,024	(1,235,700)	(25,000)	829,015
<b>Designated</b>					
Refuge refurbishment	25,000	-	(25,000)	25,000	25,000
	25,000	-	(25,000)	25,000	25,000
<b>Total Unrestricted Funds</b>	920,691	1,194,024	(1,260,700)	-	854,015
<b>Restricted:</b>					
North Northants Council - Children's DA support	-	10,710	(10,710)	-	-
West Northants Council - Children's DA support		31,525	(31,525)	-	-
PFCC Funding BAME & child		57,255	(57,255)	-	-
North Northants Council - Target support worker	-	15,000	(15,000)	-	-
Standing Together - Crossing pathways		45,682	(45,682)	-	-
Northampton Town Council	1,444	-	(1,444)	-	-
NNC Hardship Fund (1)	4,872	-	(3,447)	-	1,425
NNC Hardship Fund (2)	10,000	-	(7,350)	-	2,650
Thomas Brington Foundation	10,000	10,000	(10,023)	-	9,977
NNC Hardship Fund (3)	-	4,000	(2,850)	-	1,150
Community Fund	-	11,000	(3,555)	-	7,445
PFCC & serious Violence Duty Funding	-	17,877	(17,877)	-	-
Kingsthorpe Parish LG	-	2,000	-	-	2,000
	26,316	205,049	(206,718)	-	24,647
<b>Total Funds</b>	947,007	1,399,073	(1,467,418)	-	878,662

# NOTES TO THE ACCOUNTS

For the Year Ended 31<sup>st</sup> March 2025

## Designated

The Refuge refurbishment is funding for planned decoration, replacement carpets on a cyclic rota of all refuges. The Transfer balance relates to expenditure of decoration in a particular refuge.

## Restricted

North and West Northants Council is in respect of specific children's work in Northamptonshire.

PFCC Funding is specific for provision BAME and Children work.

North Northants Council is in respect of specific perpetrator work.

Standing Together pathways is in respect of health provisions for victims of DA in local region.

Northampton Town Council grant is in respect of purchasing move on packs for outgoing clients.

NNC Hardship 1,2 & 3, funds relate to service charge relief and winter clothing/bedding for NNC area clients.

Thomas Brington Foundation relates to funding for clients with no recourse to public funding.

Community fund grant is specific for funding of our Volunteer Co-ordinator post, over a 3-year period.

PFCC Serious Violence Duty Funding is specific for perpetrator work.

Kingsthorpe Parish Community grant is in respect of rear garden grounds work at one of our refuges in Northampton, to reestablish a car park area.

## 11. Related Party Transactions

There were no related party transactions during the year (2024: 0).

## 12. Called up Share Capital

The company is limited by guarantee and does not have any issued share capital. Every member of the company undertakes to contribute to the assets of the company (should this be wound up during membership or within one year after ceasing to be a member), for payment of debts and liabilities of the Company contracted before ceasing to be a member. The contribution is limited to a sum not exceeding £1.

## 13. Contingent Liabilities and Capital Commitments

The company had no contingent liabilities or capital commitments as at 31 March 2025 or 31 March 2024.

## 14. Leasing Agreements

Minimum lease payments under non-cancellable operating leases as they fall due as follows.

	2025	2024
Expiring	£	£
Within 1 year	57,579	52,893
2- 5 years	14,734	2,776
Total	72,313	55,669



# LEGAL AND ADMINISTRATIVE DETAILS

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**Northamptonshire Domestic****Abuse Service**

Registered Charity No: 1070741  
Registered Company No: 2978532  
(A Company Limited by Guarantee)

**Registered Office address:**

Keep House  
124 High Street  
Wollaston  
Wellingborough  
NN29 7RJ

Telephone Number: 0300 0120154

Email address: [info@ndas.co](mailto:info@ndas.co)

Website: [www.ndas.co](http://www.ndas.co)

**Auditors:**

Shaw Gibbs (Audit) Limited  
Eagle House, 28 Billing Road  
Northampton, NN1 5AJ

**Bankers:**

Barclays Bank  
PO Box 23  
Northampton  
NN1 4YD

**Investment Management:**

CCLA Investment Management Ltd  
COIF Charities Deposit Fund  
One Angel Lane  
London  
EC4R 3AB

United Trust bank Ltd  
One Ropemaker Street  
London  
EC2Y 9AW

**Solicitors:**

Wilson Browne Solicitors  
60b Oxford Street  
Wellingborough  
Northants  
NN8 4JJ

**Company Secretary:****Chief Executive:****Board of Trustees & Directors:**

Dr Rachel Duncan  
Dr Rachel Duncan  
Glynis Bliss (Chairperson)  
Jo Burns (co-Vice-Chair)  
Felicity Lister (co-Vice Chair)  
David Loyd-Hearn - resigned 21<sup>st</sup> December 2024  
Beverley McConnell  
Rufia Ashraf  
Marianne Tyrell - appointed 10<sup>th</sup> September 2025  
Karen Kerr - appointed 12<sup>th</sup> November 2025  
Jessica Brosnan - appointed 12<sup>th</sup> November 2025  
Ruby Ali-Newman - appointed 12<sup>th</sup> November 2025  
Lynda Cox - resigned 26<sup>th</sup> March 2025  
Eric Lennox - resigned 8<sup>th</sup> July 2024  
Mark Behan  
Andrea Gomm - resigned 30<sup>th</sup> July 2025  
Sarah Woodward - appointed 23<sup>rd</sup> May 2024, resigned 30<sup>th</sup> January 2025  
Shahnaz Zaman - appointed 20<sup>th</sup> June 2024, resigned 8<sup>th</sup> September 2025  
Jaime O'Beirne - appointed 11<sup>th</sup> September 2024