ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales · Charity number 1085709

Details

Other names	AVP BRITAIN
Status	Registered
Legal form	Charitable company
Company number	04127409
Registered	2001-03-21
Register	View on the Charity Commission register

Contact

Address	A V P Britain Brick Yard 28 Charles Square London N1 6HT
Phone	02073244755
Email	info@avpbritain.org.uk
Website	www.avpbritain.org.uk

Activities

Objects: THE RELIEF OF ALL THOSE AFFLICTED BY VIOLENCE OR ABUSE IN THEIR OWN LIVES WHETHER THEY ARE AGGRESSORS OR VICTIMS OR BOTH IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF EXPERIENTIAL WORKSHOPS WHICH DEVELOP PEOPLE'S ABILITIES TO RESOLVE CONFLICTS WITHOUT RESORTING TO VIOLENCE

Activities: By the provision of experiential workshops and a distance learning programme. AVP aims to relieve those afflicted by violence or abuse in their own lives, whether they are aggressors or victims or both. The workshops develop people's abilities to resolve conflicts without resorting to violence.

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Classification

- **How:** Provides Services, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£100,750	£97,857	-	-
2024-03-31	£105,807	£93,411	-	-
2023-03-31	£110,381	£112,434	-	-
2022-03-31	£71,750	£85,186	-	-
2021-03-31	£108,975	£90,933	-	-

Trustees

Name	Role	Appointed
ARTHUR GERALD CHARLTON		2023-01-18
FLORIAN WAGNER		2025-05-29
Kevin Barry Churchill		2024-07-24
Michael John Dellapina		2023-05-15
Pere Esther Amazige		2025-08-06
Rubaiyat Afrina Ahsan		2026-02-04

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ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales - Charity number 1085709

Accounts



TRUSTEES ANNUAL REPORT 2024-5

Company Number: 04127409

Charity Number: 1085709

Alternatives to Violence Project, Britain
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 04127409

Charity No. 1085709

Registered Office

A V P Britain
Brick Yard
28 Charles Square
London
N1 6HT

Directors and Trustees
The Directors of the charitable company are its Trustees for the purposes of charity law.
The following Directors and Trustees served during the year:

A.G. Charlton	
K.B. Churchill	
M. Dellapina	
A. Dzhuras-Dotta	(Resigned 5 February 2025)
C.L. Eves	(Resigned 5 February 2025)
Y. Gu	(Resigned 29 May 2025)
E.J. Harris	(Resigned 24 April 2024)
N. Mendez	

Accountants

BVSC
Latham House
33-34 Paradise Street
Birmingham
B1 2AJ

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board

N. Mendez
2/12/25.

Alternatives to Violence Project, Britain
Trustees Annual Report

N. Mendez
Trustee
31 October 2025

N. Mendez

NATALIE MENDEZ
2/12/25

Trustees Annual Report
2024-5

CONTENTS

THE HISTORY OF AVP	3-5
WHO IS AVP BRITAIN?	6-7
MY EXPERIENCE OF AVPB AND TRANSFORMING POWER	8-9
WORKSHOPS	10-13
DISTANCE LEARNING COURSE	13-19
THE FUTURE OF AVPB	20-21
FINANCE AND THANK YOU!	22-23

THE HISTORY OF AVP

In September 1971, 2200 prisoners at Attica Correctional Facility in New York, rebelled against poor living conditions, demanding social justice and racial equity. 43 people lost their lives in the riots (32 prisoners and 11 correctional officers) and 90 were wounded. 50 years on the Attica riots were documented by academy award winner Stanley Nelson and CBS news.

Attica Prison Riot 50 years later

Attica Official Trailer (2021) | SHOWTIME Documentary Film

Several prisoners, who had witnessed the riots, were transferred to Greenhaven Prison in New York and formed a 'Think Tank'. The group was concerned about the rising number of young men being imprisoned for minor offences and returning for more serious and increasingly violent offences.

At the same time, there was growing global conflict and protests against the Vietnam War. Communities were opposed to the war, the racial and class disparities in drafting people to serve; and the war's devastating impact on society and loss of lives, since it began in 1955.

Vietnam War Protest Movement

Together, the 'Think Tank', the Society of Friends (Quakers), Eddie Ellis (a prisoner who later became recognised for his work on prison reform), Bernard Lafayette (a freedom march activist, working closely with Martin Luther J king) worked together to develop AVP.

The first AVP workshop was delivered in 1975 at Greenhaven Prison in New York (see picture below).



From Left to Right: Ellen Lindop, Janet Lugo, Bernard Lafayette, Helen Stabler, Gary Eikenberry, Larry Apsey.

It became apparent that violence and conflict was as much outside the prison gates, as it was inside. Community, school and youth programs, in the form of AVP's, started to spread throughout America and globally. Whilst projects are independent, they remain closely aligned with their Quaker roots and aims to promote social justice and reduce violence. AVP’s are active now in over 60 countries worldwide.

In May 2025, AVP International and AVP USA celebrated 50 years of AVP across the globe at its national gathering at Mantanville University in New York. Below is a picture of some of the AVP International Coordinating Committee who met at the event, provided with permission by AVP International President Don McPhee (top row middle) who is also a volunteer facilitator for AVPB. Bottom row left is Vice President Maji Peterx.

Trustees Annual Report
2024-5



WHO IS AVP BRITAIN?

Alternatives to Violence Project Britain (AVPB) became a charitable company on 18.12.2000 (registered by the Charity's Commission for England and Wales and Companies House as a private limited company by guarantee without share capital). On 16.02.2008, AVPB was registered with the OSCR Scottish charity regulator.

The charity aims to provide conflict resolution programmes, to relieve those affected by violence and abuse in their own lives, through the provision of experiential workshops and a distance learning program. The purpose is to develop people's abilities to resolve conflict without resorting to violence, finding alternative ways to resolve conflict.

Our Trustees are recruited, via advertisements on LinkedIn, Reach Volunteering, The Institute of Chartered Accountants of England and Wales (ICAEW) and; through Cause Strategy Partners, a non-profit board matching service (Board Lead). Trustees are appointed for a term of three years which can be repeated for a maximum tenure of six years.

We want to say a huge thank you to the following trustees who supported AVPB in 2024-5 and the preceding year/s.

Alexandra Dzurhas-Dotta (resigned 05.02.2025)
Catherine Lucy Eves (resigned 05.02.2025)
Yuchao Gu (resigned 29.05.2025)
Elizabeth Jane Harris (resigned 24.04.2025)

AVPB's Trustee induction includes:

- Attendance at an AVPB workshop (on-line or in-person).
- The governing document, past board papers and annual report.
- Legal compliance training with Stoneking.
- Trustee training modules with the ICAEW.
- The Essential Trustee CC3 guidance.

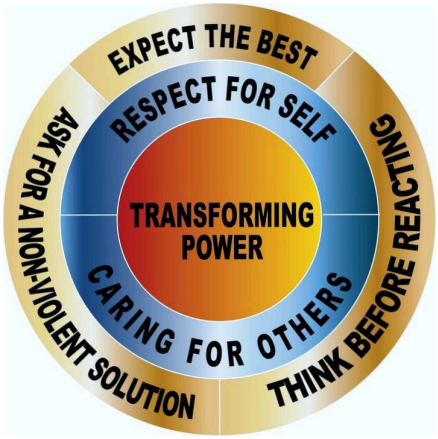
The trustee induction pack for new trustees to the board is currently under development for 2025. A trustee skills audit was completed in early 2025 to identify the skills mix needed on the board, for succession planning and the sustainability of the charity. Skills and experience highlighted were: legal and regulatory compliance, marketing, fundraising, finance and safeguarding.

Trustees have had regard to the Charity Commission's public benefit guidance Public benefit: reporting (PB3) - GOV.UK and have complied with their duty.

We have two part-time staff (1.1FTE), 55 volunteers, and 9 volunteer trainee facilitators (due to commence training in September 2025), working to support the charity in administrative roles, as distance learning assessors and as volunteer facilitators (delivering in-person programmes at our London office and online, across England, Wales and Scotland).

MY EXPERIENCE OF AVPB and TRANSFORMING POWER

We want to thank all our staff and volunteers for their dedication and commitment to AVPB. In our 'My Experience of AVPB 2024-5' survey, volunteers (ranging from working with AVPB for several months to over 10 years), told us the value that being part of the AVPB community has brought them and how they 'live' AVP principles of Transforming Power in their everyday lives, (see AVP Transforming Power Mandala below).



What value do you get from volunteering at AVPB?

"For me the answer is that I enjoy it! The meeting and interactions with new people is always interesting and helps me learn about myself, and connecting with them gives me a sense of purpose and belonging, as well as the hope that in some tiny way I'm contributing to human happiness (which is one of my personal 'five commandments')"

"I learn so much from the AVP workshops and love the fact that we can make a positive difference in people's lives."

"It has made me more aware of the mistakes I have made, less judgemental and more aware that everyone's path in life is unique…provides each one of us with opportunities to learn and grow…"

Trustees Annual Report
2024-5

What is it that we do at AVPB that makes it work?

1. We are accepting of everyone, but with agreed ground rules and boundaries.
2. We create a safe space for people to express their deeper feelings, including vulnerability and anxieties - feelings which many men in particular find hard to acknowledge in other contexts which can lead to aggressive and harmful behaviour;
3. We include games and fun community-building activities which create trust and put people at ease;
4. We are all teachers and all learners, and put this into practice in our leadership style.
5. We show participants that we see them as equals who all have something to offer, and that we believe in their capacity to make positive changes in their lives.

Volunteer Workshop Facilitator 12 years at AVPB.

When you think about working or volunteering at AVPB what words or phrases do you think of?

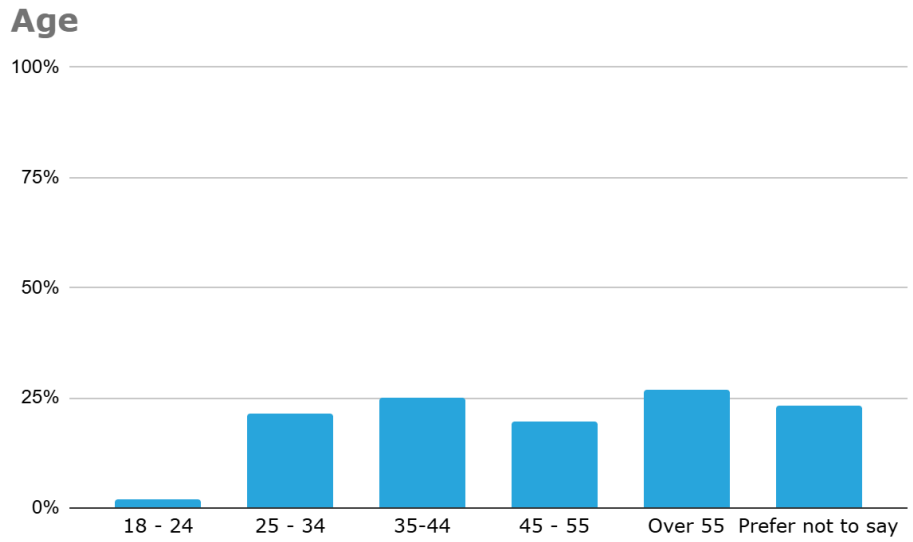


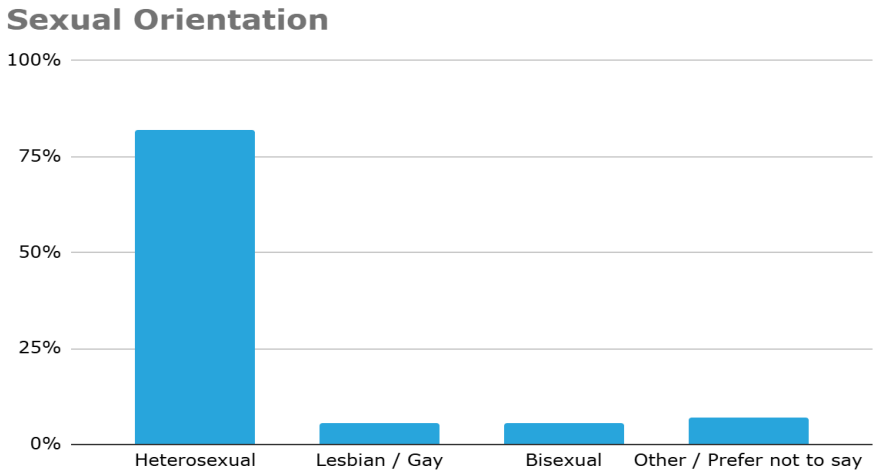
Workshops 2024-5

From April 2024 - March 2025 we engaged a total of 141 participants in our conflict resolution workshops.

	Online	Hybrid	F2F	***TOTAL (141)***
Level 1	60	*n/a*	40	100
Level 2	15	10	16	41

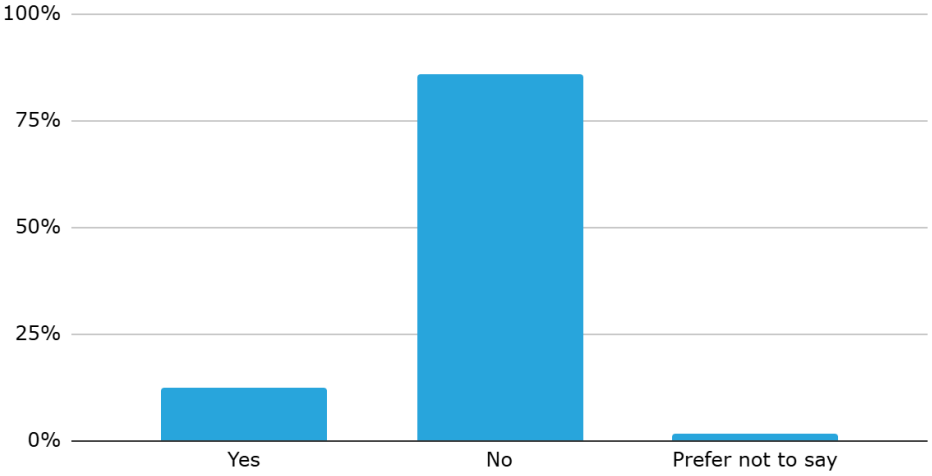
Workshops EDI Statistics



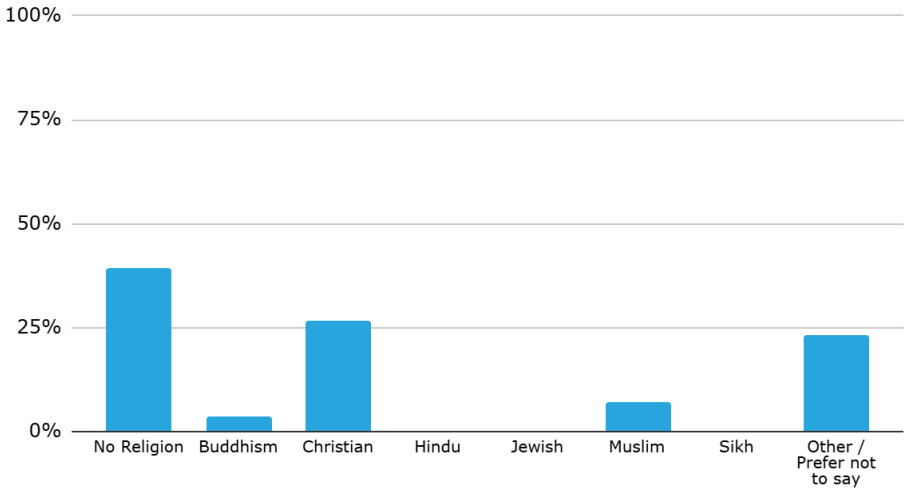


Disability

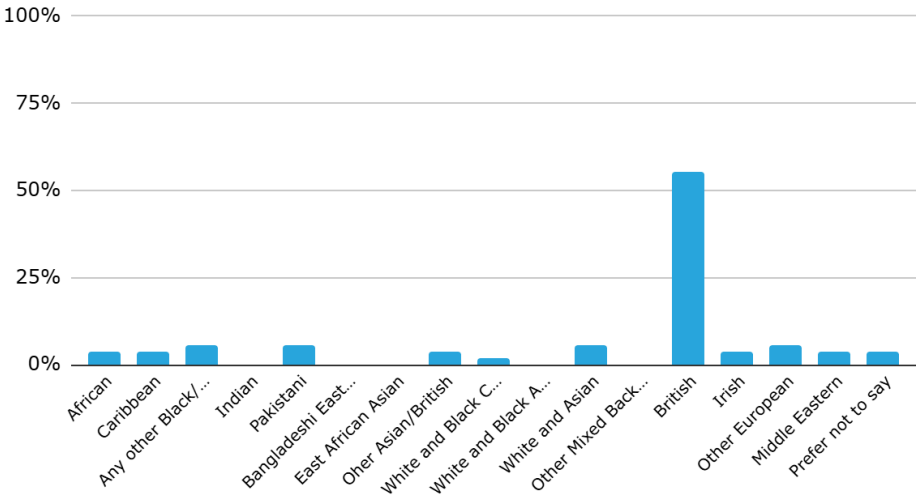
Based on the Equalities Act 2010 definition, do you consider yourself to be disabled?



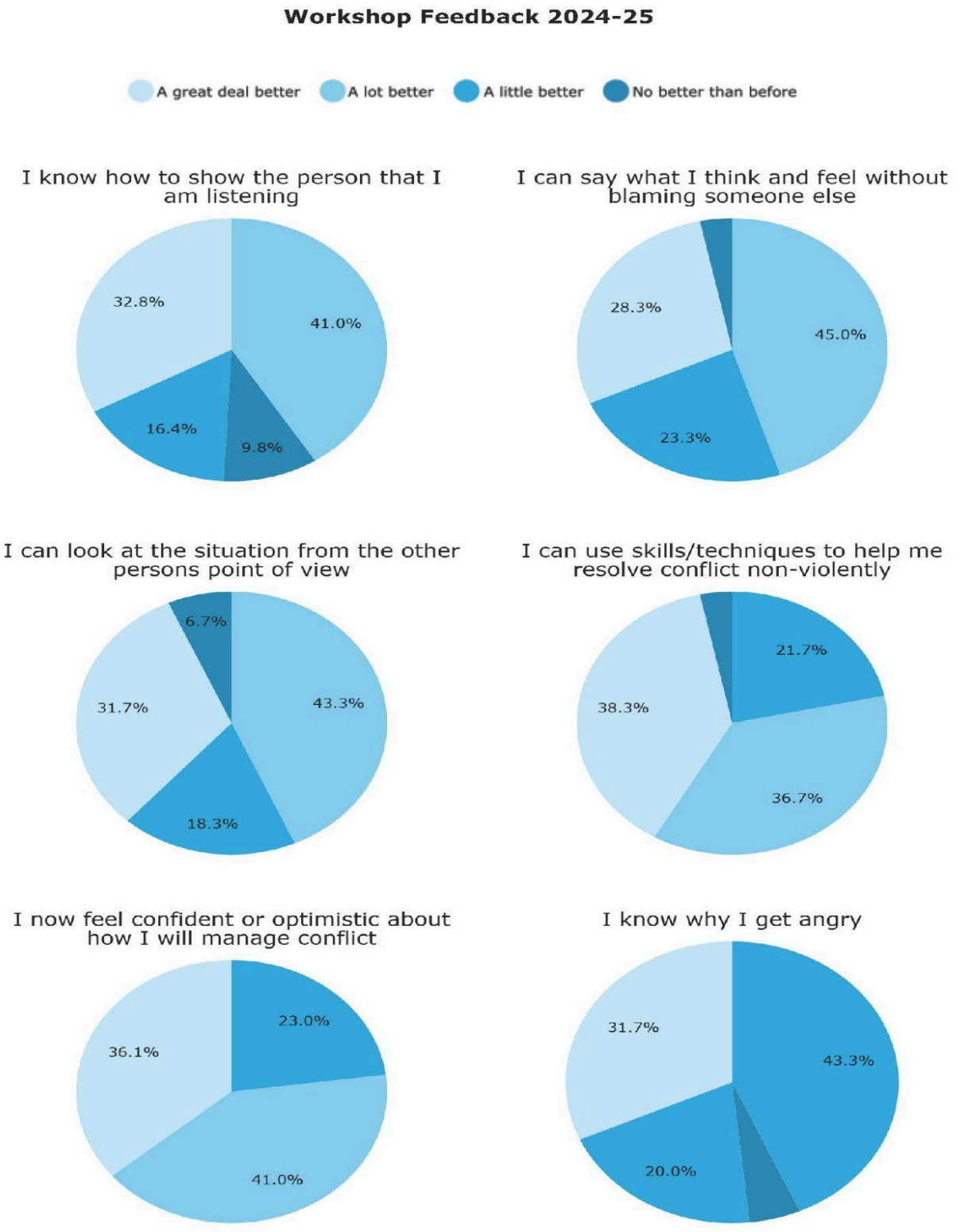
Religion



Ethnicity



What did our workshop learners say?



"Honestly it's made me a better person and gives me the chance to deal with situations better. I was nervous and skeptical at first but I've enjoyed it so much, more than I thought I would have" ***Online Level 1, September 2024***

"Very safe, open, trustful atmosphere. I learned from other participants as well as facilitators" ***Face-to-Face Level 1, March 2025***

"This is an excellent course for those struggling with conflict, either within themselves or with others" ***Face-to-Face Level 2, February 2025***

"Well presented and covers all the major areas of the daily life and how to confront others without considering any aggression" ***Hybrid Level 2, June 2024***

DISTANCE LEARNING COURSE 2024-5

Since AVPB's ***Facing Up to Conflict (FUTC) Distance Learning Course*** started in 2011, it has reached **10,592** learners in prisons and communities across the UK.

In 2024-5 the ***FUTC*** course reached 968 prison learners and 63 community learners totalling **1031 enrollments**, with 745 learners completing the level 1 (72.4% completion rate) and level 2 (70.9% completion rate).

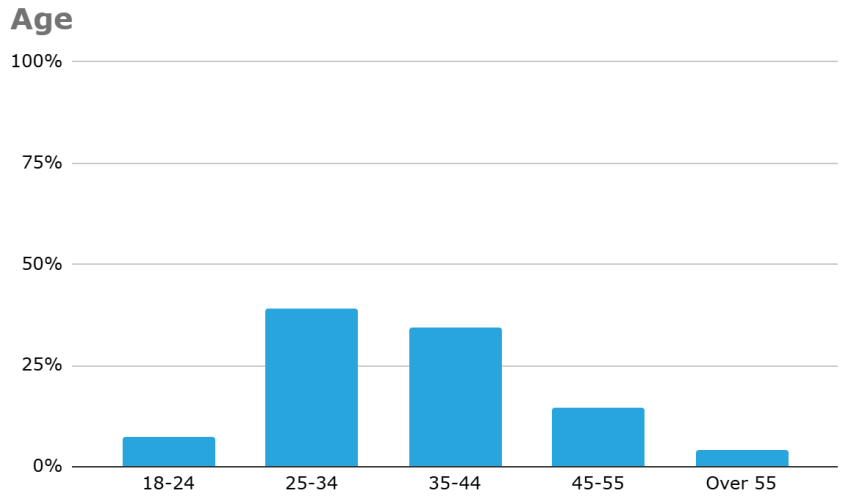
Trustees Annual Report
2024-5

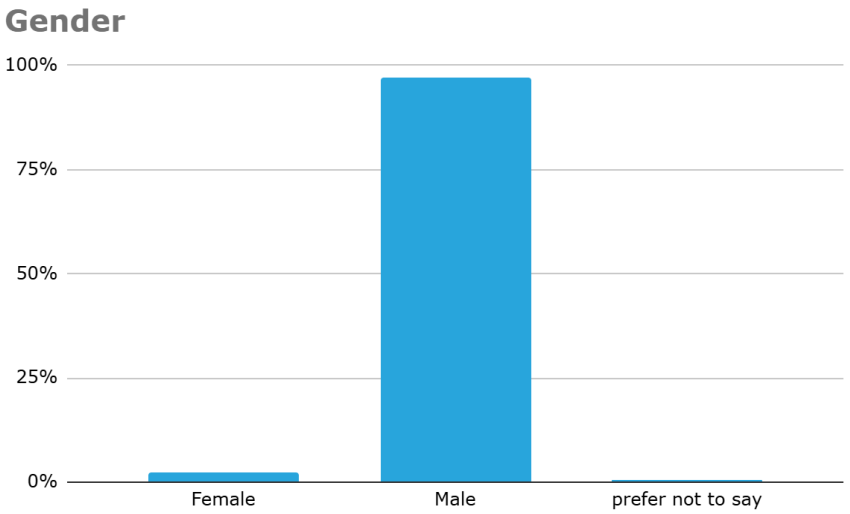
AVPB reached prisons learners in 66 prisons across 39 counties

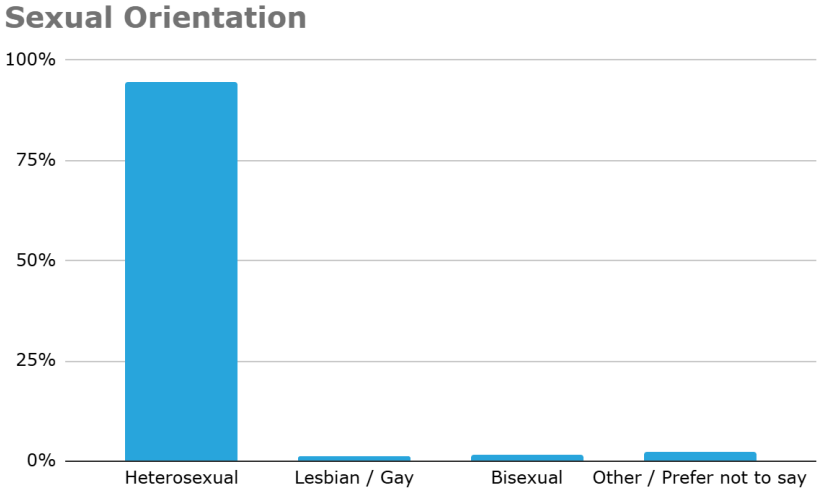


Map data: © Crown copyright and database right 2021 • Created with Datawrapper

DL EDI Statistics 2024-25

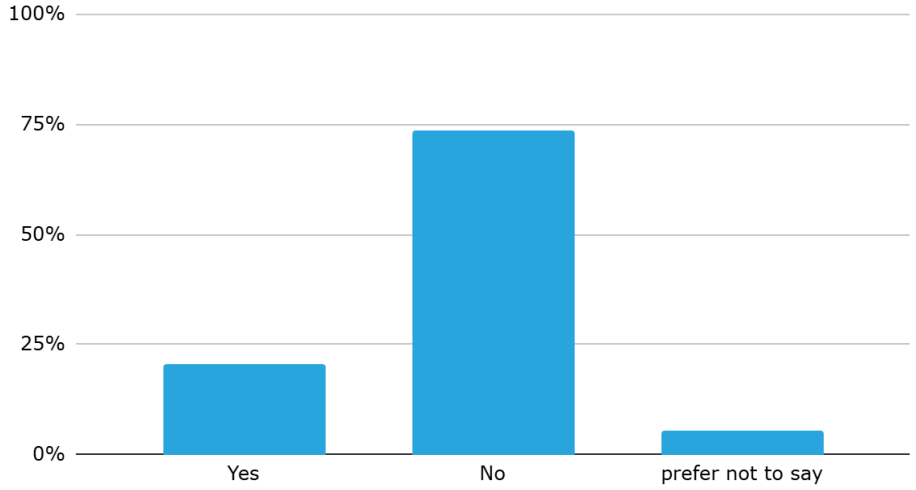




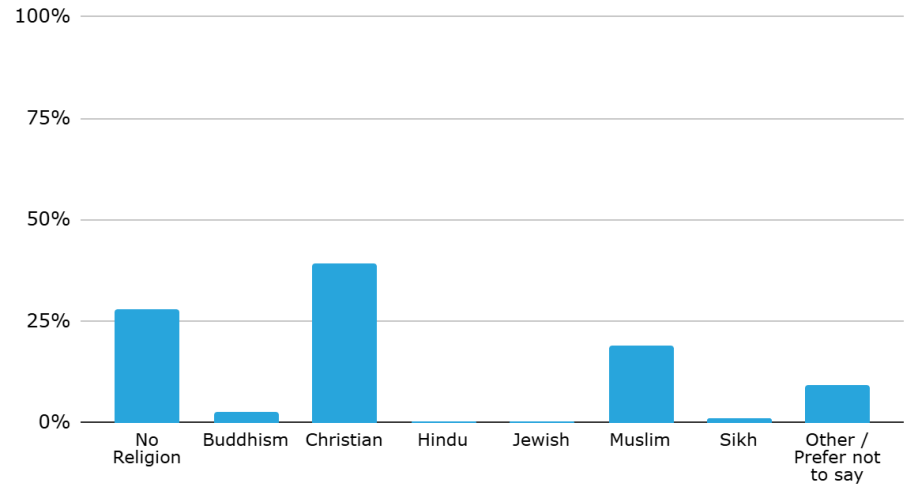


Disability

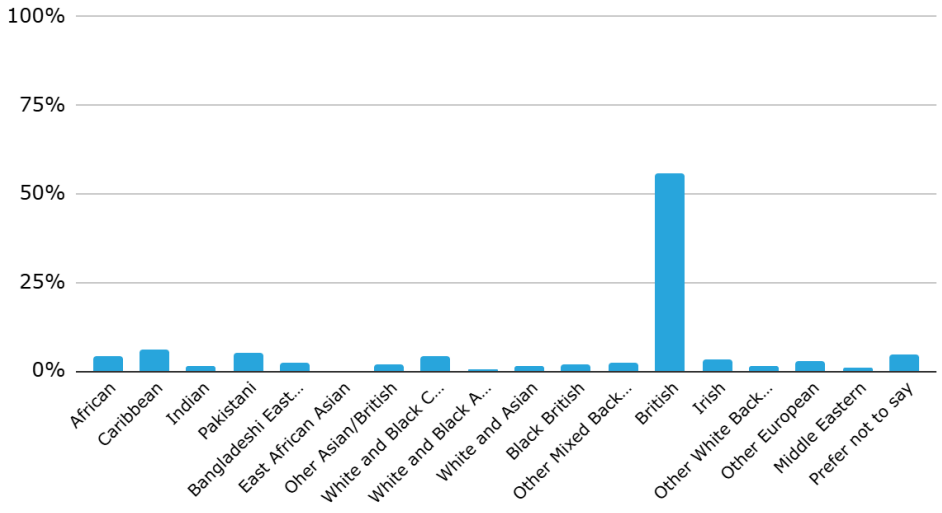
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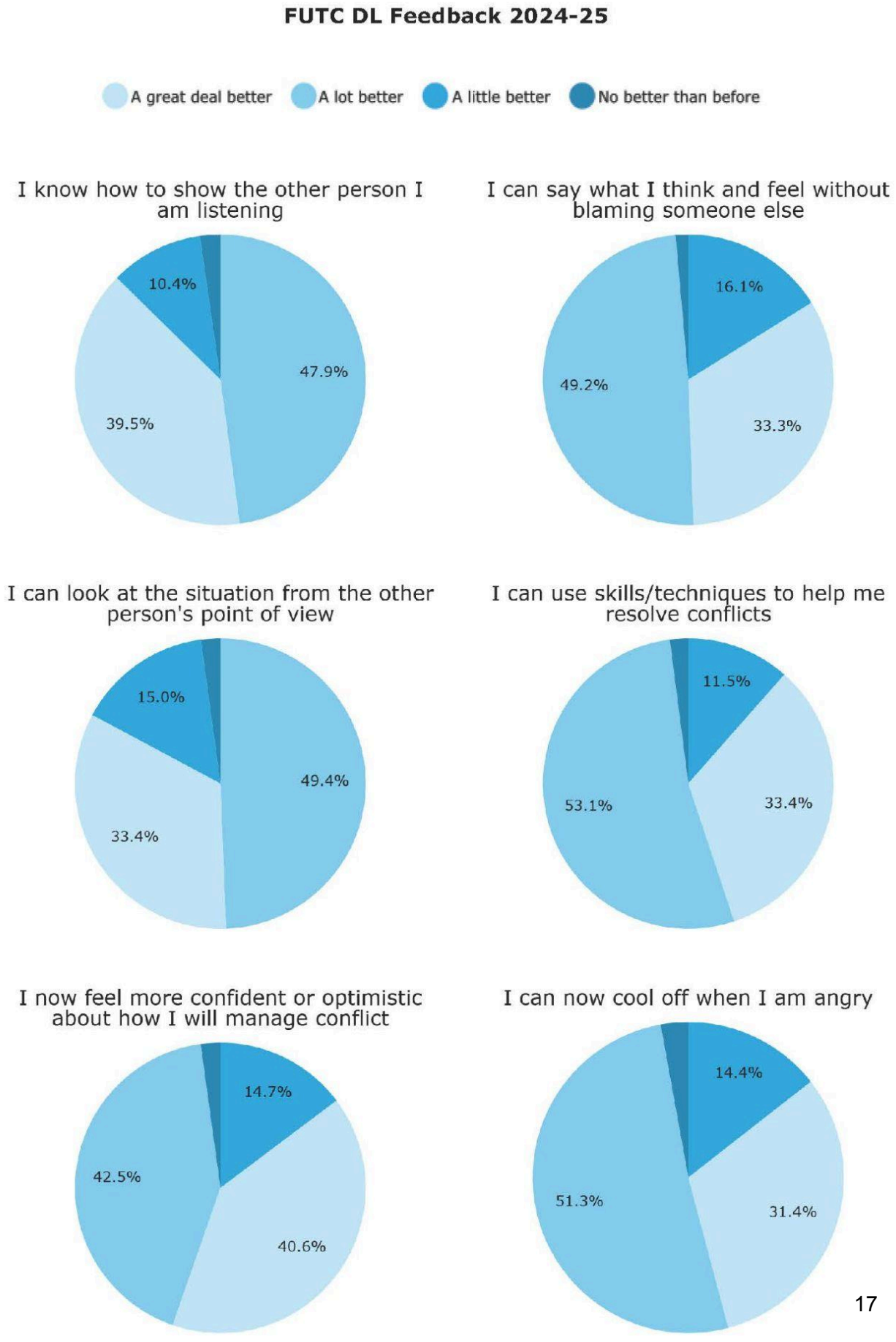
Religion



Ethnicity



What did our DL learners say?



47.7% of learners rated the course as Excellent.
46.6% of learners rated the course as Good
5.2% of learners rated the course as OK

97.7% of learners told us that the course met their expectations.
2.2% of learners told us that the course did not meet their expectations.

"I cannot thank you enough for the life skills you have given me, I have had several chances to use the information learnt, and I have been told by several people that they have seen quite a large change in my demeanor, when problems crop up." **Prison learner, HMP Littlehey**

"This course had been enlightening and got me to think about conflict differently and from other viewpoints, which is important to minimise situations and solve problems in a productive manner. If I had these skills earlier in my life, I may not have committed my crime, but going forward I'm now much more prepared for a crime free life." **Prison learner, HMP Whitemoor**

"Just wanted to let you know that yesterday we held a small event at Oakwood for approx 25 prisoners who have recently completed AVP. The Director, Deputy Director and Head of Residence attended to commend the prisoners on completing the course. We wanted to ensure that prisoners understood that as a prison we recognise the efforts they are putting into addressing violent behaviour.

The prisoners reported that it was really nice to be acknowledged and felt proud of themselves for completing the course. There was really good feedback about the course as a whole. Prisoners reported that they like the course and found it very useful. Some stated they had done other courses relating to addressing violence and that AVP acted as a refresher but also taught them new strategies.

They also liked that it was a course they could complete in their own time independently. In particular they liked the feedback that they get when receiving the certificate. They felt that this was a really nice touch for them to understand where they had done well and where they could have improved.

All in all, AVP is viewed as a very positive, well structured and enjoyable course to complete. It has encouraged some to want to do more independent courses to assist with their personal progression.

Thank you for working with us at Oakwood, it's proving to have very positive outcomes for all." **Feedback from Residential Manager - HMP Oakwood, August 2024**

THE FUTURE OF AVPB

In March 2025, we had the opportunity of working with the Cranfield Trust who supported our board of trustees to explore and decide on the future direction of AVPB. Our strategy for 2026-8 is as follows:

Our Strategic Priorities 2026-8

AVPB will continue to offer conflict resolution courses to communities and prisons across the UK. In the next 3 years, we will work to ensure that:

1. We reach more people in the family justice system, through our conflict resolution workshops, empowering them, with the skills to build better relationships and navigate conflict non-violently.
2. Our distance learning course is reviewed, accredited and approved by HMPPS as a credible learning resource for prisons and we reach more prison learners.
3. Our conflict resolution workshops are externally evaluated, so that we have the research from which to improve, we can clearly communicate outcomes, measure impact, share our findings and become a known and credible national provider.
4. We promote the long-term sustainability of the charity through sound governance and financial stability.

Our Supporting Factors

1. People and Culture: Our staff and volunteers are well-led and trained, feel safe, supported and included, are diverse and guided by our core values and strategic priorities.
2. Income Generation: Our income sources are diversified and we significantly increase our revenue.
3. Evaluation and Impact: Our methods and processes for evaluation and impact monitoring are improved. We understand the value of our courses and we listen and learn to what people need.
4. Systems and Processes: Our systems and processes work for our staff and the people we support.
5. Brand Awareness and Communications: Our brand, website and social media presence is updated, so that it reflects who we are and what we do.

Our Core Values

1. **Community** and Collaboration
2. **Resilience** and Joy
3. **Empowerment** and Learning
   a
4. **Transformation** and Impact
5. **Equity** and Inclusion

Our Purpose

To empower people to build better relationships, by enabling them to navigate conflict nonviolently.

Our Mission

We provide experiential workshops, in-person and online; and distance learning courses which give people the necessary skills to navigate conflict nonviolently and empower them to build better relationships.

Our Vision

A world where everyone has the courage and capacity to manage conflict nonviolently.

FINANCE and THANK YOU!

At AVPB we couldn't do what we do, without the generous grants and donations from our funders and donors. We would like to thank all our individual donors, fundraisers and funders in 2024-5 including:

The Thomas Sivewright Charitable Settlement
1772 The Debtors Relief Fund Charity
The Flapjack Trust
Sir James Reckitt Charity
Bergne-Coupland Charity
The Fulmer Charitable Trust
Souter Charitable Trust
The Albert Hunt Trust
The MBILI Charitable Trust
The Robert and Margaret Moss Charitable Trust
William Bancroft Charitable Trust
WF Southall Trust
29 May 1961 Charitable Trust
The William Allen Young Charitable Trust
Sylvia and Colin Shepherd Charitable Trust
Garfield Weston
The CPF Trust
Stone King Foundation
The Oak Trust
The Bryan Guinness Charitable Trust
William Howarth Charitable Trust
The Mollie Croysdale Charitable Trust
The William A Cadbury Charitable Trust
GM Morrison Charitable Trust
The Edith M Ellis 1985 Charitable Trust
The Charles and Elsie Sykes Charitable Trust
Edward Cadbury Trust
London Quaker Trust

Income:

Restricted grants: £73,914
Unrestricted donations: £10,673
Unrestricted from charitable activities: £15,065
Unrestricted investments £1,098
Total: £100,750

Expenditure:

Raising funds: £2,265
Charitable activities: £4,797
Other: £90,795
Total: £97,857

N.B. The majority of our expenses (e.g. other) relate to staff, premises and general costs associated with running our charitable activities. As with many charities we need to do a lot of fundraising so we can continue to work with adults and respond to their needs.

Funds at 31st March 25:

Unrestricted: £74,882
Restricted: £20,697
Total: £95,579

Reserves Policy (updated 5.11.25)

- As part of our annual budget-setting, the trustees consider what the appropriate level of reserves to maintain should be. The trustees retain funds to provide working capital, manage unexpected drops in income, handle unexpected increases in expenditure and provide cover against a range of risks.
- The trustees consider reserves (unrestricted funds) between £21,000 and £42,000 to be appropriate, which is the approximate amount of between 3-6 months of operating costs.
- The trustees will monitor the level of reserves as part of the financial review at each quarterly board meeting.
- Where AVPB is unable to meet this reserves limit, the board of trustees will agree to a plan to increase the unrestricted income on a yearly basis.
- This policy will be reviewed yearly inline with the trustees commitment to maintain the financial stability and resilience of the charity.

Independent Examiner's Report to the trustees of Alternatives to Violence Project, Britain

I report to the charity trustees on my examination of the financial statements of Alternatives to Violence Project, Britain for the year ended 31 March 2025.

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 financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act.

Having satisfied myself that the financial statements of the Charity 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 financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

- accounting records were not kept in accordance with section 386 of the 2006 Act ; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements under section 396 of the 2006 Act other than any requirement that the financial statements give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements 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 financial statements to be reached.



Jasbir Rai ACMA
BVSC
Latham House
33-34 Paradise Street
Birmingham

B1 2AJ
22 December 2025

Alternatives to Violence Project, Britain
Statement of Financial Activities

for the year ended 31 March 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:					
Donations and legacies	4	10,673	73,914	84,587	89,832
Charitable activities	5	15,065	-	15,065	15,975
Investments	6	1,098	-	1,098	-
Total		26,836	73,914	100,750	105,807
Expenditure on:					
Raising funds	7	2,265	-	2,265	396
Charitable activities	8	179	4,618	4,797	3,251
Other	9	14,137	76,658	90,795	89,764
Total		16,581	81,276	97,857	93,411
Net gains on investments		-	-	-	-
Net income	10	10,255	(7,362)	2,893	12,396
Transfers between funds		-	-	-	-
Net income before other gains/(losses)		10,255	(7,362)	2,893	12,396
Other gains and losses					
Net movement in funds		10,255	(7,362)	2,893	12,396
Reconciliation of funds:					
Total funds brought forward		64,627	28,059	92,686	80,290
Total funds carried forward		74,882	20,697	95,579	92,686

NATALIE MENDEZ 2/12/25 N. Mendez

Alternatives to Violence Project, Britain
Summary Income and Expenditure Account
for the year ended 31 March 2025

	2025 £	2024 £
Income	99,652	105,807
Interest and investment income	1,098	-
Gross income for the year	100,750	105,807
Expenditure	97,857	93,411
Total expenditure for the year	97,857	93,411
Net income before tax for the year	2,893	12,396
Net income for the year	2,893	12,396

NATALIE MENDEZ 02/12/25 N. Mendez

Alternatives to Violence Project, Britain
Balance Sheet

at 31 March 2025

Company No. 04127409	Notes	2025 £	2024 £
Current assets			
Cash at bank and in hand		100,046	92,980
		100,046	92,980
Creditors: Amount falling due within one year	12	(4,467)	(294)
Net current assets		95,579	92,686
Total assets less current liabilities		95,579	92,686
Net assets excluding pension asset or liability		95,579	92,686
Total net assets		95,579	92,686
The funds of the charity			
Restricted funds	13		
Restricted income funds		20,697	28,059
		20,697	28,059
Unrestricted funds	13		
General funds		74,882	64,627
		74,882	64,627
Reserves	13		
Total funds		95,579	92,686

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
For the year ended 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved by the board on 31 October 2025

And signed on its behalf by:

N. Mendez
Trustee
31 October 2025

NATALIE MENDEZ 02/12/25 N. Mendez

(5)

Alternatives to Violence Project, Britain
Notes to the Accounts

for the year ended 31 March 2025

1 Accounting policies

Basis of preparation

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 (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

NATALIE MENDEZ 2/12/25 N. Mendez

Expenditure	
Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

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

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

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

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

Pension costs
The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

NATALIE MENDEZ 2/12/25 N. Mendez

3 Statement of Financial Activities - prior year

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£	£	£
Income and endowments from:			
Donations and legacies	16,106	73,726	89,832
Charitable activities	15,975	-	15,975
Total	32,081	73,726	105,807
Expenditure on:			
Raising funds	396	-	396
Charitable activities	52,778	35,859	88,637
Other	4,378	-	4,378
Total	57,552	35,859	93,411
Net income	(25,471)	37,867	12,396
Net income before other gains/(losses)	(25,471)	37,867	12,396
Other gains and losses:			
Net movement in funds	(25,471)	37,867	12,396
Reconciliation of funds:			
Total funds brought forward	32,321	48,705	81,026
Total funds carried forward	6,850	86,572	93,422

4 Income from donations and legacies

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Donations	5,470	-	5,470	6,106
Grants	5,000	73,914	78,914	83,726
Gift Aid	203	-	203	-
	10,673	73,914	84,587	89,832

NATALIE MEADER 02/12/25 N. Meader

5 Income from charitable activities

	Unrestricted	Total 2025	Total 2024
	£	£	£
Workshop Online	7,240	7,240	11,122
Workshop Face to Face	3,550	3,550	-
Distance Learning (Prisons)	2,360	2,360	4,853
Distance Learning (Communities)	1,915	1,915	-
	15,065	15,065	15,975

6 Income from investments

	Unrestricted	Total 2025	Total 2024
	£	£	£
Bank Interest	1,098	1,098	-
	1,098	1,098	-

7 Expenditure on raising funds

	Unrestricted	Total 2025	Total 2024
	£	£	£
Fundraising trading costs			
Eventbrite fees	1,005	1,005	-
Justgiving fees	39	39	-
Fundraising Costs	1,221	1,221	396
	2,265	2,265	396

8 Expenditure on charitable activities

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Expenditure on charitable activities				
Workshop Expenses	179	1,222	1,401	3,251
Facilitator Expenses	0	3,396	3,396	-
Governance costs				
	179	4,618	4,797	3,251

NATALIE MENDEZ 02/12/25 N. Mendez

9 Other expenditure

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Return of previous year				
Lottery Grant	0	7,362	7,362	-
Employee costs	1,480	51,876	53,356	64,777
Premises costs	3,026	10,500	13,526	13,089
General administrative costs	3,721	6,921	10,642	8,378
Legal and professional costs	5,909	-	5,909	3,520
	14,137	76,658	90,795	89,764

10 Net income before transfers

This is stated after charging:	2025	2024
	£	£
Independent Examiner's fee	480	-
Other fees paid to the auditor or independent examiner	480	-

11 Staff costs

	2025	2024
Salaries and wages	51,554	64,777
Pension costs	1,802	-
	53,356	64,777

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

12 Creditors:

amounts falling due within one year

	2025	2024
	£	£
Other taxes and social security	3,274	-
Other creditors	232	294
Accruals	961	-
	4,467	294

NATALIE MENDEZ 02/12/25 N. Mendez

13 Movement in funds

	At 1 April 2024	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2025
	£	£	£	£
Restricted funds:				
Restricted income funds:				
Restricted Grants	16,254	73,914	(81,276)	8,892
	6,699	-	-	6,699
	5,106	-	-	5,106
Total	28,059	73,914	(81,276)	20,697
Unrestricted funds:				
General funds	64,627	26,836	(16,581)	74,882
Total funds	92,686	100,750	(97,857)	95,579

Purposes and restrictions in relation to the funds:
Restricted funds:
Restricted Grants

14 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total
	£	£	£
Net current assets	15,406	80,173	95,579
	15,406	80,173	95,579

15 Reconciliation of net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash and cash equivalents	92,980	7,066	100,046
	92,980	7,066	100,046
Net debt	92,980	7,066	100,046

NATALIE MENDEZ 02/12/25 N. Mendez

16 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2025 Land and buildings £	2025 Other £	2024 Land and buildings £	2024 Other £
Operating leases with expiry date:				

Pension commitments

	2025 £	2024 £
The pension cost charge to the company amounted to:	1,802	-

17 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

NATALIE MENDEZ 02/12/25 N. Mendez (12)

Alternatives to Violence Project, Britain
Detailed Statement of Financial Activities

for the year ended 31 March 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:				
Donations and legacies				
Donations	5,470	-	5,470	6,106
Grants	5,000	73,914	78,914	83,726
Gift Aid	203	-	203	-
	10,673	73,914	84,587	89,832
Charitable activities				
Workshop Online	7,240	-	7,240	11,122
Workshop Face to Face	3,550	-	3,550	-
Distance Learning (Prisons)	2,360	-	2,360	4,853
Distance Learning (Communities)	1,915	-	1,915	-
	15,065	-	15,065	15,975
Investments				
Bank Interest	1,098	-	1,098	-
	1,098	-	1,098	-
Total income and endowments	26,836	73,914	100,750	105,807
Expenditure on:				
Costs of other trading activities				
Eventbrite fees	1,005	-	1,005	-
Justgiving fees	39	-	39	-
Fundraising Costs	1,221	-	1,221	396
	2,265	-	2,265	396
Total of expenditure on raising funds	2,265	-	2,265	396
Charitable activities				
Workshop Expenses	179	1,222	1,401	3,251
Facilitator Expenses	0	3,396	3,396	-
	179	4,618	4,797	3,251
Total of expenditure on charitable activities	179	4,618	4,797	3,251
Other expenditure				
Return of previous year Lottery Grant	0	7,362	7,362	-
	0	7,362	7,362	-
Employee costs				
Salaries/wages	0	51,554	51,554	64,777
Pension costs	1,480	322	1,802	-
	1,480	51,876	53,356	64,777
Premises costs				

NATALIE MENDEZ 02/12/25 N. Mendez (13)

Rent	3,026	10,500	13,526	13,089
	3,026	10,500	13,526	13,089
General administrative costs, including depreciation and amortisation				
Bank charges	120	-	120	-
General insurances	548	-	548	548
Postage and couriers	0	4,105	4,105	5,494
Software, IT support and related costs	766	-	766	-
Stationery and printing	0	2,205	2,205	1,911
Subscriptions	847	-	847	-
Sundry expenses	1,319	610	1,929	273
Telephone, fax and broadband	122	-	122	152
	3,721	6,921	10,642	8,378
Legal and professional costs				
Accountancy and bookkeeping	5,840	-	5,840	3,520
Other legal and professional costs	69	-	69	-
	5,909	-	5,909	3,520
Total of expenditure of other costs	14,137	76,658	90,795	89,764
Total expenditure	16,581	81,276	97,857	93,411
Net gains on investments	-	-	-	-
Net income	10,255	(7,362)	2,893	12,396
Net income before other gains/(losses)	10,255	(7,362)	2,893	12,396
Other Gains	-	-	-	-
Net movement in funds	10,255	(7,362)	2,893	12,396
Reconciliation of funds:				
Total funds brought forward	64,627	28,059	92,686	80,290
Total funds carried forward	74,882	20,697	95,579	92,686

NATALIE MENDEZ 02/12/25 N. Mendez (14)

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales - Charity number 1085709

Accounts



ANNUAL REVIEW 2023 -2024

ALTERNATIVES TO VIOLENCE PROJECT BRITAIN

Annual Review 01 April 2023- 31 March 2024
Charity 1085709

ABOUT AVP BRITAIN

Quakers were instrumental in establishing AVP at its outset in a New York prison in 1975 as well as in bringing AVP to Britain in 1989. A registered national charity, AVP Britain is committed to working towards a resilient and non-violent society. AVP workshops are held across England, Scotland, and Wales.

While AVPB is now an independent and non-aligned organisation, the early Quaker influence is still reflected in our values and in our workshops, as well as in our organisational practices. Our values encourage us to:

- Honour the right to choose;
- Accept that we make mistakes;
- Take responsibility for our actions;
- Value the contribution everyone can make;
- Be bold, honest, trusting and creative;
- Recognise the potential of conflict, when handled well, to deepen understanding, create opportunities for cooperation and challenge injustice.

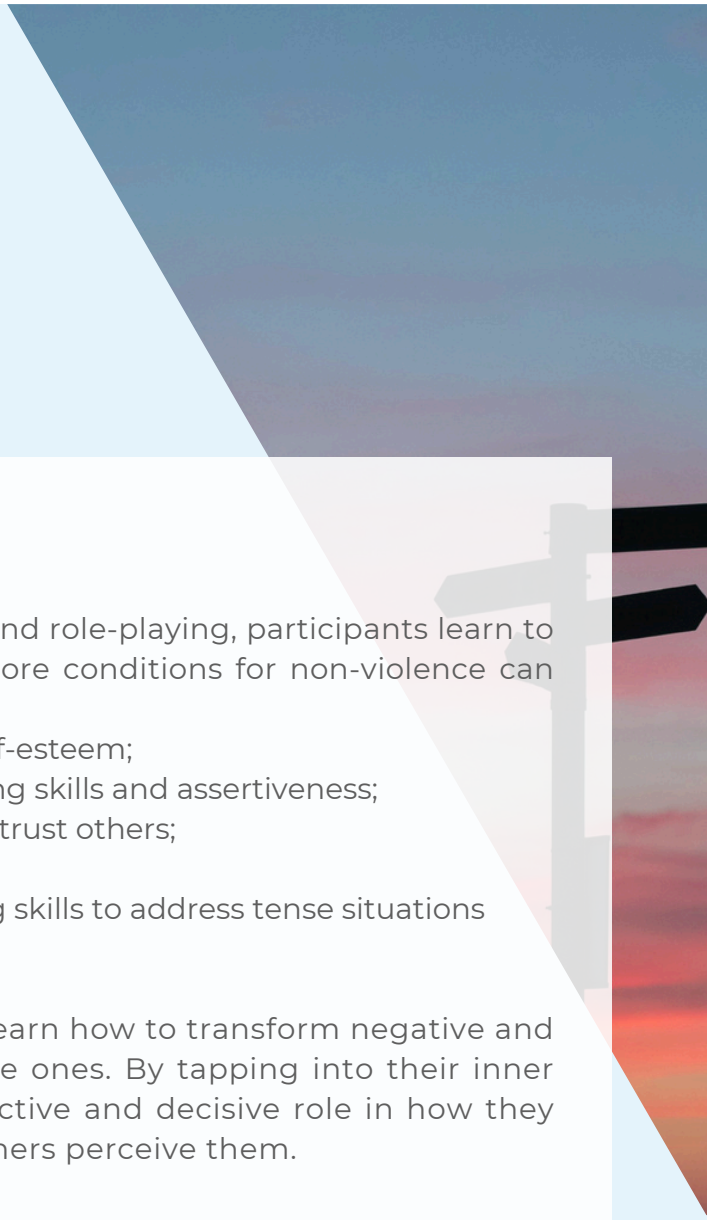
Much more than anger management courses, AVP recognises that a holistic approach is needed to address violence in our societies. Our courses therefore aim to teach participants the necessary skills to handle conflict non-violently and to build better, healthier, and more resilient relationships. We do this through interactive workshops which combine experiential learning and self-awareness exercises with more practical skill development in conflict management.

Our Courses

Our volunteers run 'Facing Up to Conflict' courses which are delivered in prisons and communities at a low or no cost to the participants.
To maximise accessibility, our courses, at Level 1 (introductory) and Level 2, are now offered in four main formats:

- In-person: a 16-hour intensive group workshop delivered over a two/three-day weekend (or to suit specific groups e.g. as five or six 3-hour sessions over 3-6 weeks)
- On-line: a 16-hour remote workshop run with a group of participants over 5 or 6 weekly sessions
- Distance Learning: a 6-week individual course which can be received by (e)mail
- 'Tackling Conflict' offers a self-directed distance learning programme online (two separate courses, equivalent to a Level 1 and a Level 2 course). Course work is supported by forums, webinars and facilitator support. Each course requires between 25 and 30 hours of work.

ABOUT AVP BRITAIN



Our Approach

Through a range of exercises, discussions, games, and role-playing, participants learn to create and maintain an environment where five core conditions for non-violence can exist:

- Improved self-awareness, leading to increased self-esteem;
- Enhanced communication skills, including listening skills and assertiveness;
- Greater cooperation, readiness and willingness to trust others;
- Stronger sense of one's own values;
- Enhanced conflict-resolution and problem-solving skills to address tense situations peacefully when they arise.

Participants explore who they are as people and learn how to transform negative and harmful thought and action patterns into positive ones. By tapping into their inner strengths, we empower participants to play an active and decisive role in how they perceive life and other people, and in turn how others perceive them.

Our Beneficiaries

We aim to ensure that anyone can access, and benefit from, AVP workshops or distance learning materials. We believe that the experience of violence or abuse undermines self-respect and self-esteem, which in turn puts people at a significant disadvantage in their dealings with others in society. Apart from interactions with one's immediate social circle (family, friends, and neighbours), this also includes interactions with potential employers and official agencies such as health, housing, benefits, and education, thus perpetuating feelings of frustration, isolation, and/or hopelessness.

AVP beneficiaries are therefore people of all ages and genders, of varied cultural and linguistic backgrounds, and from across the class spectrum. They include survivors of domestic violence, prisoners on short and long sentences, people experiencing homelessness who are seeking help to deal with the hardships they face in rebuilding their lives and professionals in the care industry who might face conflict in their day-to-day jobs.



THE NEED FOR AVP BRITAIN

Much more to do...

England and Wales:

- Overall, the police recorded 2 million offences of violence against the person in the year ending December 2023, a 3% decrease compared with the year ending December 2022 (2.1 million offences).

Scotland:

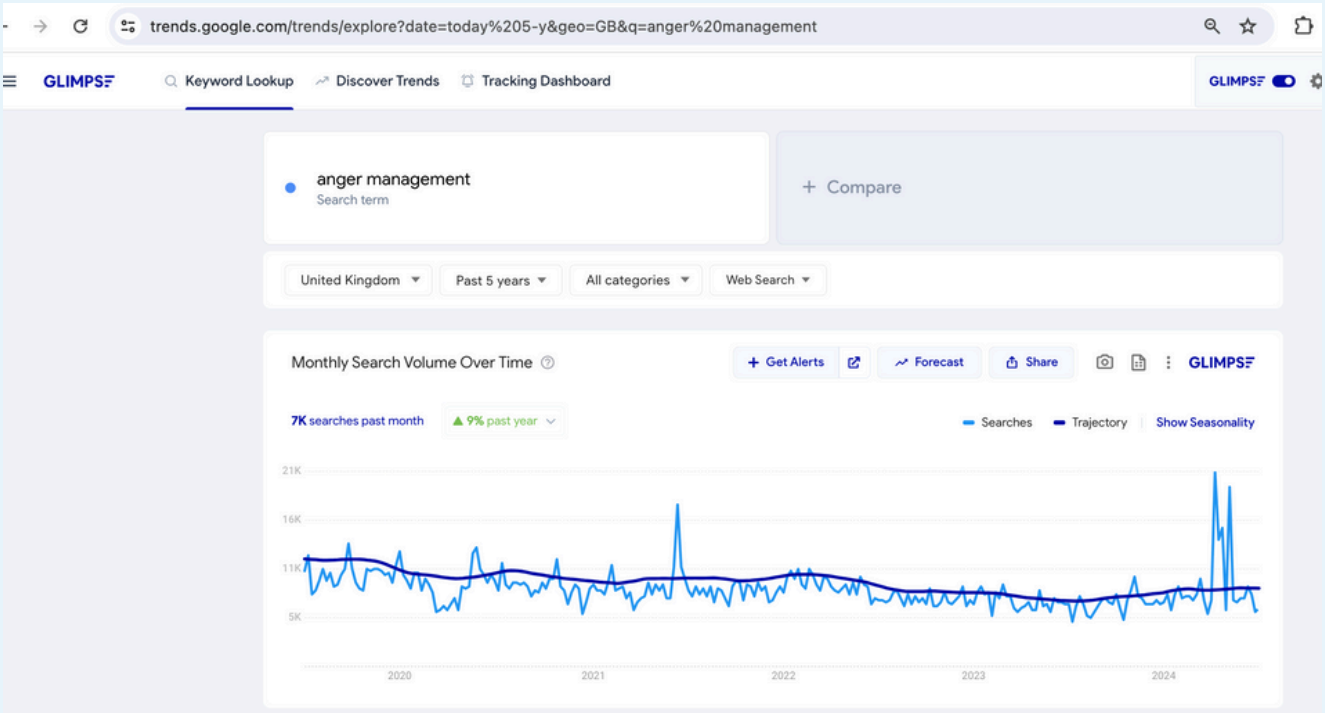
- Non-sexual crimes of violence accounted for almost a quarter (or 24%) of all crimes recorded in Scotland in 2023-24. Between 2022-23 and 2023-24, the number of Non-sexual crimes of violence recorded by the police in Scotland increased by 4%, from 68,870 to 71,463.

Half of all teenagers witnessed or were victims of violence in England and Wales last year, according to a landmark report by government advisers into what drives knife crime, bullying and gang rivalries.

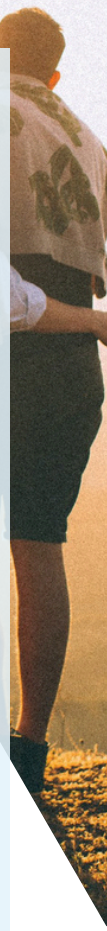
1 in 4 women in England and Wales will experience domestic abuse in her lifetime.
Yet it is estimated that less than 24% of domestic abuse crime is reported to the police.

Number of people looking for anger management classes remains high.

About seven thousand people in UK every month are researching anger management online with anger management classes being one of main areas of interest.



THE NEED FOR AVP BRITAIN



These trends highlight that our current support systems in the UK are just not working well enough. People suffering from a lifetime of abuse and conflict are falling through the proverbial cracks, and scarce access to mental health support makes it nearly impossible for people to seek alternatives to their current lifestyles. Using punishment as a treatment for symptoms of chronic societal problems, instead of treating the underlying conditions supporting them, is evidently not effective, efficient, or sustainable. In fact, the evidence is clear: early intervention in conflict saves money, time, and promotes better wellbeing (Saundry & Urwin, 2021).

The Cost of Inaction

Conflict is all around us. According to an independent study published in 2021, the cost of workplace conflict to UK organisations alone amounted to a staggering £28.5 billion (Saundry & Urwin, 2021). The research further reports that nearly 10 million people experienced conflict at work, with over 50% of them citing stress, anxiety, and depression as a result of conflict. These emotions were not felt passively: close to 900,000 individuals took time off work to recover, a further 500,000 resigned, and over 300,000 were dismissed (Ibid.).

These costs are only part of the picture. In 2018/2019, violent incidents had cost the capital city over £3 billion in response costs and loss of economic output (Mayor of London, 2020). In Wales, another report outlines that violence costs the Welsh healthcare system over £46.6 million per year (Parry, 2020). In fact, a panoply of reports detail the myriad of costs associated to crime including anticipatory, defensive and insurance costs; costs as a consequence of crime (health and victim services, loss of output, stolen and damaged property); and response costs (police and judiciary) (see Heeks et al., 2018 as an example).

I can now understand strong emotions a lot more! I can understand views and opinions of others more. I can resolve conflict without violence with a better understanding!

Feedback from prisoner



CHAIR'S REPORT

First of all we would like to acknowledge the hard work and commitment of our volunteers and staff to keep AVPB alive despite the disruption which COVID-19 brought to the charity sector followed by the cost of living crisis.

We have managed to continue our work and have reached more people than we did last year. This was due to us being passionate about our cause but also, importantly, we continue to make use of the digital means to deliver our interventions which we have developed during lockdowns making the course more affordable and accessible. We also acknowledge that not everyone has access to a computer or internet and we keep promoting our correspondence course (distance learning) outside of prisons.

The longest lasting COVID impact on our organisation was that we could not recruit and train new volunteers to facilitate workshops. We have overcome this challenge in 2023-2024 and have trained 5 new workshop facilitators and 14 new assessors for our distance learning programme. This is an important development which will ensure that we can carry out our work in the future.

A Big Thank You.....

...to all our volunteers for their generosity and dedication to AVP, without whom we couldn't operate. From committing to our work despite a challenging external environment, to embracing new technologies to ensure the continued delivery of our work - our volunteers have shown the same courage, resilience, and enthusiasm which we aim to inspire in our workshop participants.

We also thank all our donors, big and small, for trusting us with the resources needed to do our life-changing work.

OUR WORKSHOPS & COURSES IN 2023-2024

Our Impact in 2023-2024

We have reached 1,389 people through our activities this year (which is almost 40% more than the last year) helping them to better deal with the conflicts in their lives. People who needed our support came from different parts of society - from members of communities to prisoners.

Workshops:

We continue to offer online workshop which we have developed as a response to COVID lockdown. Online format provides easier access for participants who live far from locations where we can currently deliver face to face workshops and is cost effective for both participants and the charity as no travel costs are involved.

Nationally, our volunteers have delivered 14 workshops (online, hybrid and face to face) involving 182 participants.

Distance Learning Programme:

Facing Up to Conflict distance learning achieved record levels of enrolments for the second year running, up to 1207 from 879 the previous year – an increase of more than 35%. Completions reached 737, more than 20% higher year on year. These figures are a reflection of both the efforts of our staff, as well as lack of alternative courses available to prisoners. This makes it important for us to keep continuing with our programme and broadening its reach. We are now working in 66 prisons across UK (from 44 prisons in 2022-2023).

The programme was managed by three part-time staff and supported by our dedicated volunteer team, including coursework assessors, project leaders and office administrators. It was particularly satisfying to be able to recruit from the local community through the Hackney volunteer centre, and provide experience and training to young people starting out on their careers.

This course has shown me an awful lot and I can honestly say that my outlook in daily life has massively changed, I will certainly be sad to see this come to an end, I've looked forward to every single session,

Feedback from a Participant

CHAIR'S REPORT



Staffing

AVPB still operates with a very small team of paid staff. All our staff is part time.

Robert Ordman continued to successfully run our Distance Learning programme, supported by 2 part time staff (an equivalent of a full FTE).

To balance our costs vs our income we sadly had to let go of our National Volunteer Manager and Wales Development Officer.

A big thank you to these loyal members of staff who have supported our volunteer base and kept AVPB working.

Strengths and Challenges - Our Trustees

There were changes on the board.
Arthur Charlton, Richard Tussell, Michael Dellapina, Kim Bevan and Ade Lawal have been ratified as new Trustees at the AGM. Later in the year, Kate Eves, OBE and Louise Gu have joined the board bringing years of expertise in criminal justice and finance areas.

Richard Tussell, Kim Bevan, Tarrill Baker and Marie Walsh stepped down. We would like to especially thank Marie for her long service on the board.

We remain committed to ensuring that we have an effective board which has a good mix of professional skills in important areas like finance / fundraising, strategy, safeguarding, HR etc (often coming from outside of AVPB volunteers' pool) as well as deep hands on knowledge of AVPB programmes.

Housekeeping

Other things (small but important for us to operate) which happened within this year:

- We have recruited a highly skilled marketing volunteer, Andrew Griffiths who has done a fantastic job in creating a successful paid search campaign which delivered a growing interest and participation in AVPB workshops.
- We have developed a robust financial forecast based on detailed understanding of our costs and ability to attract paying workshop participants across all our activities which became our financial plan for 2024-2025.
- Number of policies have been reviewed and where necessary, updated, including privacy policy.
- Building on success of the strategic plan for Distance Learning programme created last year we used it as a template to create our overall strategic plan in 2023-2024.



CHAIR'S REPORT

We held our AGM and annual gathering on the 23rd of September as an online meeting.

In addition to the annual report we have focused on the financial situation which remains AVPB main challenge. Revenue had increased but was outstripped by expenses, and reserves had declined. We have discussed various financial modelling scenarios of our activities : face to face workshop, hybrid workshops and digital workshops. The financial pressure leads us to favouring digital workshops as they have the lowest cost structure for AVPB as well as low cost / high accessibility for the participants.

This year has proven the viability of such approach and allowed us to control our costs better and to stabilise our financial position.

Trustees have presented the future ambition of AVPB: to double the reach and offer AVP programmes to 2k people per year.

To support that ambition the strategic plan had been updated and presented at AGM.
It included five pillars:

1. healthy and growing number of volunteers
2. sustainable funding / cost structure
3. sustainable organisation structure
4. effective programmes
5. increased awareness and appeal of AVP

The decisions taken in AGM:

- Members accepted the annual review and finance report
- Arthur Charlton, Richard Tussell, Michael Dellapina, Kim Bevan and Ade Lawal have been ratified as new Trustees.



CHAIR'S REPORT

Looking Ahead

Looking ahead, we have an ambition to double our reach and to offer to 2,000 people per year one of our programmes.

This year we have demonstrated that we are able to do so, reaching almost 1,400 people from 1,000 in the previous year by focusing on 5 key pillars of our work:

1. **Our volunteers**: double our volunteer base, strengthen our volunteering programme by
- increasing the pool of volunteers by expanding existing roles and identifying new roles
- Re-engaging our existing volunteers, retaining the knowledge and expertise of long-standing facilitators, utilising the body of expertise within the organisation
- (Re)establishing ways of support so as to create sustainability of the volunteering programme.

2. **Funding**: double our funding by 2025-2026

3. **Organisational structure:** create a sustainable paid staff structure to set ourselves for growth.

4. **Effective programmes** - establish a system of measurement and improvement of effectiveness and efficiency of our programmes.

5. **Appeal**: increase awareness and appeal of AVPB to all important target audiences: potential participants, volunteers, partners, funders.

Our **FOUNDATION** is an engaged and energised team, volunteers and paid staff working as one.

GOVERNANCE



2023-2024 Board

Chair: Alexandra (Sasha) Dzhuras-Dotta
Secretary**:** Ade Lawal
Treasurer: Tarrill Baker (until November 2023)
Treasurer: Louise Gu (from November 2023)
Trustee: Marie Walsh (stepped down in November 2023)
Trustee: Arthur Charlton
Trustee: Richard Tassell (stepped down in November 2023)
Trustee: Richard Fillingham (until May 2023)
Trustee: Michael Dellapina
Trustee: Kim Bevan (stepped down in November 2023)
Trustee: Kate Eves

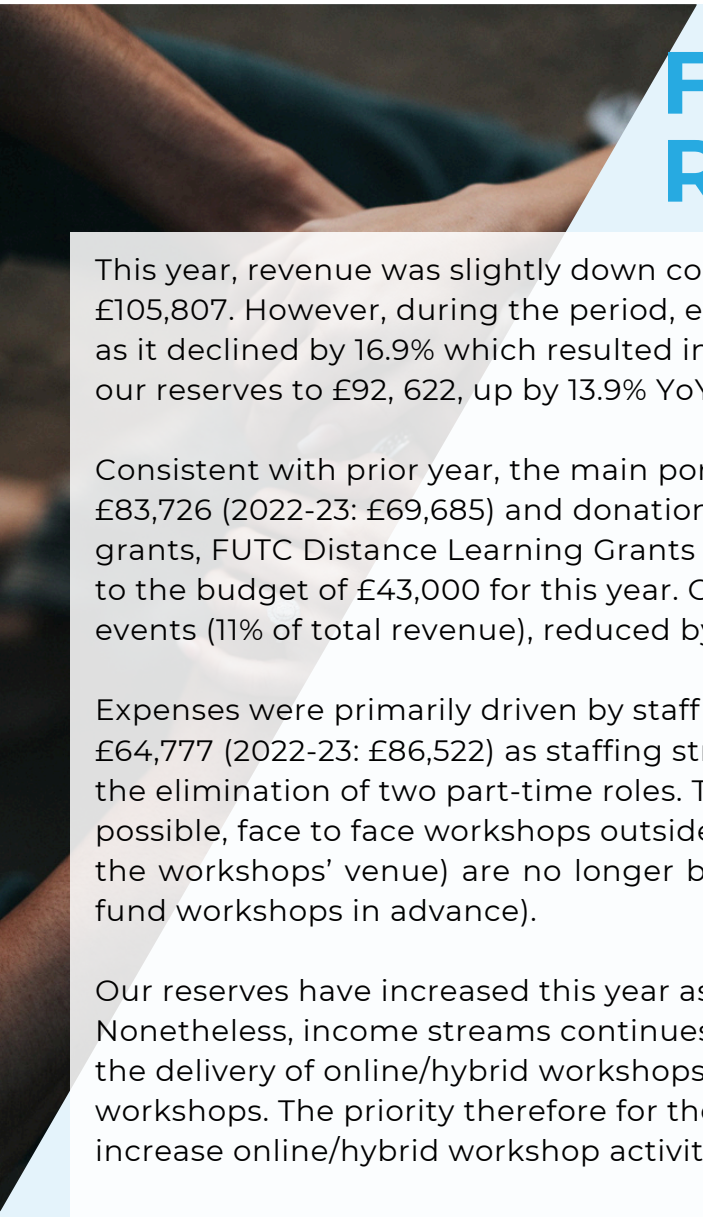
The Alternatives to Violence Project, Britain is a registered charity and a company limited by guarantee and is also registered in Scotland as charity. Company Members meet in an Annual General Meeting and elect between six and ten Trustees who hold responsibility for all governance matters. Trustees serve for a three year term, and each year up to a third of trustees stand down or may stand for re-election, subject to a maximum term of six years.

We are a volunteer-led organisation, with our distance learning programme and online workshops being delivered from London and the programme of face-to-face workshops still organised locally. Each delivery format (i.e. online workshops, in-person workshops and distance learning) organised nationally, with paid staff supporting local hubs of volunteers.



OUR PATRONS

- **Baroness Vivien Stern,** Crossbench Peer, House of Lords
- **Tim Newell,** Former Governor of Grendon and Spring Hill prisons, restorative justice practitioner, consultant and author



FINANCIAL REPORT 2022-2023

This year, revenue was slightly down comparative to the previous year, reduced by 4.1% to £105,807. However, during the period, expenses more than offset the decrease in revenue as it declined by 16.9% which resulted in annual net profit of £12,396. This in turn increased our reserves to £92, 622, up by 13.9% YoY (2022-23: £81,026).

Consistent with prior year, the main portion of the income (85%) is derived from grants £83,726 (2022-23: £69,685) and donations £6,106 (2022-23: £23.015). Out of the total grants, FUTC Distance Learning Grants consisted of £73,726, increased by 71% compared to the budget of £43,000 for this year. Our other material income, online/hybrid workshop events (11% of total revenue), reduced by 6.2% YoY to £11,122 (2022-23: £11,854).

Expenses were primarily driven by staff costs which reduced significantly by 25.1% YoY to £64,777 (2022-23: £86,522) as staffing structure is more streamlined supported partially by the elimination of two part-time roles. To minimise costs and overheads where possible, face to face workshops outside of London (where we have cost effective solution for the workshops' venue) are no longer being delivered (unless the funds are secured to fully fund workshops in advance).

Our reserves have increased this year as a result of cost efficiencies mainly within staffing. Nonetheless, income streams continues to be challenging without donations specifically for the delivery of online/hybrid workshops as well as for the resumption of face to face workshops. The priority therefore for the year ahead is to target more fund-raising and to increase online/hybrid workshop activity.

We owe a huge debt of thanks to our key funders, this year Flapjack and Schroeders. Thanks also to the regions. As ever, we also gratefully acknowledge the many, many generous donations by individuals, Meetings of Friends and other groups, who continue to support our work, some of them on a regular monthly basis.
Thank you!

We would like to thank our finance officer Elaine Bright who managed our books during the year. Thanks are also due to Andy Hopkins for his work in examining the AVPB annual accounts.

Reserves

It is our policy to hold at least six months' operating costs in reserves to mitigate fluctuations in income. Trustees review this annually when they set the budget to ensure that the level of reserves held is appropriate and adequate.

Our key funders (over £5k) in 2022-2023 included:

Flapjack £5,000
Schroders £5,000

...Thank you!

REFERENCES

https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/yearendingdecember2023

https://www.theguardian.com/uk-news/2023/nov/11/teenager-victims-violence-knife-crime-gangs

https://refuge.org.uk/what-is-domestic-abuse/the-facts/

https://www.gov.scot/publications/recorded-crime-scotland-2023-24

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT

Trustees:

Alexandra Dzhuras-Dotta - Chair

Tarrill Baker Treasurer

Arthur Charlton
Richard Tassell
Richard Fillingham
Marie Walsh

Patrons: Baroness Vivien Stern
Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31st March 2024

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2023 to 31/3/2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	2023 £
Incoming Resources					
Grants		10,000	73,726	83,726	69,685
Donations		6,106		6,106	23,015
Workshop/Event Receipts		11,122		11,122	11,854
Other Income		4,853		4,853	5,827
Total Incoming Resources		32,081	73,726	105,807	110,381
Resources Expended					
Direct Charitable Expenditure	2	52,778	35,859	88,637	107,514
Fundraising & Publicity	3	396		396	216
Governance	4	4,378		4,378	4,704
					0
Total Resources Expended		57,552	35,859	93,411	112,434
Net Resources before Fund Transfers		(25,471)	37,867	12,396	(2,053)
Net Movement in Funds		(25,471)	37,867	12,396	(2,053)
Balances brought forward at 1 April 2023		32,321	48,705	81,026	81,026
Balances carried forward at 31 March 2023		6,850	86,572	93,422	81,026

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2023

	Note	31/03/2024	31/03/2023
		£	£
Restricted Funds	7	6,850	57,655
Unrestricted Funds		86,572	23,371
		93,422	**81,026**
CURRENT ASSETS			
Bank Balances	6	93,422	81,076
Cash			
Debtors			1,033
Creditors	5		(1,083)
Net Current Assets		**93,422**	**81,026**
Current Liabilities	5		
		93,422	**81,026**

For the year ending 31/03/2023 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair  Alexandra Dzhuras-Dotta

Date 06/11/2024

CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

[redacted]

Report to the trustees	AVP		
On accounts for the year ended	31st March 2024	**Charity no (if any)**	1085709

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed: Andy Hopkins **Date:** 29/10/2024

Name: Andrew David Hopkins

Relevant professional qualification(s) or body (if any):

Address:	27 Hawker Close
	Birmingham
	B31 2GU

[redacted]

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2024

1. ACCOUNTING POLICIES

1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is give in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. 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 to the UK and Republic of Ireland (FRS 102) issued in October 2019
the Financial Reporting Standard applicable in the United Kingdom and Repblic of Ireland (FRS 102)
the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice

The financial statements are prepard on a going concern basis and under the historical cost covention.
The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;
any performance conditions have been met or are fully within the control of the charity;
there is sufficient certainty that receipt of the income is considered probable; and
the amount can be measured reliably.

1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1.4 Fund accounting

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes. Designated funds are funds set aside by the trustees for particular purposes. For fund accounting they are reflected under restricted

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the shceme are charged to the Statement of Financial Activities in the year to which they relate.

1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

2. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total 2024
	£	£	£
Staff Costs/FUTC Admin	28,918	35,859	64,777
Workshop Costs	3,251		3,251
Annual Gathering			0
Office Rent & Services	13,089		13,089
Telephone, Postage & IT	5,494		5,494
Consultancy/OSCR Accreditation	152		152
Facilitator Training			0
Marketing			0
Travel			0
Printing & Stationery	1,911		1,911
Trustees			
	52,814	**35,859**	**88,673**

3. FUNDRAISING

Fundraising	396	**396**

4. GOVERNANCE

Bookkeeping	3,520		3,520
Insurance	548		548
Other	273		273
	4,341	**0**	**4,341**
TOTALS	**57,551**	**35,859**	**93,410**

5	Debtors/Prepayments	Creditors/Accruals
	0	**0**

6. BANK BALANCES

		Petty Cash
Central	92,622	0
North East/East Midlands (NEEM)	0	
London & South East	0	
Scotland	0	
North West	0	
Midlands/Wales	800	
South West	0	
	93,422	**0**

7. GRANTS RECEIVED (over £5K)

Schroders Giving	5,000
Flapjack	11,846
Allen Lane Foundation	8,100
Garfield Weston	10,000
Hillcote Trust	5,000
	39,946

8. TRUSTEES

Trustees receive no remuneration for their services.
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

ALTERNATIVES TO VIOLENCE PROJECT , BRITAIN
Regional Results 2023- 2024

	Online Wokshops Unrestricted	Scotland Unrestricted	Mid/Wales Unrestricted	TOTAL Unrestricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted	
Incoming Resources										
Grants	5,000			5,000	**5,000**	5,000	73,726	**10,000**	**73,726**	83,726
Donations	200	1,923		2,123	**4,046**	3,983		**6,106**		6,106
Workshop/Event Receipts	11,122			11,122	**11,122**			**11,122**		11,122
Other Income	100			100	**100**	4,753		**4,853**		4,853
Total Incoming Resources	**16,422**	**1,923**	**-**	18,345	**20,268**	**13,736**	**73,726**	**32,081**	**73,726**	105,807
Resources Expended										
Direct Charitable Expenditure	20,585			20,585	***20,585***	32,193	35,859	52,778	35,859	88,637
Fundraising & Publicity						396.00		396.00		396
Governance						4,378		4,378		4,378
Total Resources Expended	**20,585**	**-**	**-**	20,585	***20,585***	**36,967**	**35,859**	**57,552**	**35,859**	93,411
Net Resources before Transfer	*(4,163)*	*1,923*	-	*(2,240)*	*(2,240)*	*(23,231)*	*37,867*	*(25,471)*	*37,867*	12,396
Transfers between Funds										
Balances brought forward at 1 April 2023	1,606	4,776	10,800	**17,182**	***17,182***	15,139	48,705.00	**32,321.00**	**48,705.00**	81,026
Balances carried forward at 31 March 2024	(4,163.04)	**6,698.70**	**10,800.00**	**13,335.66**	**13,335.66**	(8,092.48)	**86,572.00**	**6,849.96**	**86,572.00**	**93,422**

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT

Trustees:

Alexandra Dzhuras-Dotta - Chair

Tarrill Baker Treasurer

Arthur Charlton
Richard Tassell
Richard Fillingham
Marie Walsh

Patrons: Baroness Vivien Stern
Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31st March 2024

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2023 to 31/3/2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	2023 £
Incoming Resources					
Grants		10,000	73,726	83,726	69,685
Donations		6,106		6,106	23,015
Workshop/Event Receipts		11,122		11,122	11,854
Other Income		4,853		4,853	5,827
Total Incoming Resources		32,081	73,726	105,807	110,381
Resources Expended					
Direct Charitable Expenditure	2	52,778	35,859	88,637	107,514
Fundraising & Publicity	3	396		396	216
Governance	4	4,378		4,378	4,704
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Total Resources Expended		57,552	35,859	93,411	112,434
Net Resources before Fund Transfers		(25,471)	37,867	12,396	(2,053)
Net Movement in Funds		(25,471)	37,867	12,396	(2,053)
Balances brought forward at 1 April 2023		32,321	48,705	81,026	81,026
Balances carried forward at 31 March 2023		6,850	86,572	93,422	81,026

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2023

	Note	31/03/2024	31/03/2023
		£	£
Restricted Funds	7	6,850	57,655
Unrestricted Funds		86,572	23,371
		93,422	**81,026**
CURRENT ASSETS			
Bank Balances	6	93,422	81,076
Cash			
Debtors			1,033
Creditors	5		(1,083)
Net Current Assets		**93,422**	**81,026**
Current Liabilities	5		
		93,422	**81,026**

For the year ending 31/03/2023 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair  Alexandra Dzhuras-Dotta

Date 06/11/2024

CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

[redacted]

Report to the trustees	AVP		
On accounts for the year ended	31st March 2024	**Charity no (if any)**	1085709

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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Signed: Andy Hopkins **Date:** 29/10/2024

Name: Andrew David Hopkins

Relevant professional qualification(s) or body (if any):

Address:	27 Hawker Close
	Birmingham
	B31 2GU

[redacted]

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2024

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any performance conditions have been met or are fully within the control of the charity;
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	Unrestricted Funds	Restricted Funds	Total 2024
	£	£	£
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Workshop Costs	3,251		3,251
Annual Gathering			0
Office Rent & Services	13,089		13,089
Telephone, Postage & IT	5,494		5,494
Consultancy/OSCR Accreditation	152		152
Facilitator Training			0
Marketing			0
Travel			0
Printing & Stationery	1,911		1,911
Trustees			
	52,814	**35,859**	**88,673**

3. FUNDRAISING

Fundraising	396	**396**

4. GOVERNANCE

Bookkeeping	3,520		3,520
Insurance	548		548
Other	273		273
	4,341	**0**	**4,341**
TOTALS	**57,551**	**35,859**	**93,410**

5	Debtors/Prepayments	Creditors/Accruals
	0	**0**

6. BANK BALANCES

		Petty Cash
Central	92,622	0
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London & South East	0	
Scotland	0	
North West	0	
Midlands/Wales	800	
South West	0	
	93,422	**0**

7. GRANTS RECEIVED (over £5K)

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Allen Lane Foundation	8,100
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ALTERNATIVES TO VIOLENCE PROJECT , BRITAIN
Regional Results 2023- 2024

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Grants	5,000			5,000	**5,000**	5,000	73,726	**10,000**	**73,726**	83,726
Donations	200	1,923		2,123	**4,046**	3,983		**6,106**		6,106
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Other Income	100			100	**100**	4,753		**4,853**		4,853
Total Incoming Resources	**16,422**	**1,923**	**-**	18,345	**20,268**	**13,736**	**73,726**	**32,081**	**73,726**	105,807
Resources Expended										
Direct Charitable Expenditure	20,585			20,585	***20,585***	32,193	35,859	52,778	35,859	88,637
Fundraising & Publicity						396.00		396.00		396
Governance						4,378		4,378		4,378
Total Resources Expended	**20,585**	**-**	**-**	20,585	***20,585***	**36,967**	**35,859**	**57,552**	**35,859**	93,411
Net Resources before Transfer	*(4,163)*	*1,923*	-	*(2,240)*	*(2,240)*	*(23,231)*	*37,867*	*(25,471)*	*37,867*	12,396
Transfers between Funds										
Balances brought forward at 1 April 2023	1,606	4,776	10,800	**17,182**	***17,182***	15,139	48,705.00	**32,321.00**	**48,705.00**	81,026
Balances carried forward at 31 March 2024	(4,163.04)	**6,698.70**	**10,800.00**	**13,335.66**	**13,335.66**	(8,092.48)	**86,572.00**	**6,849.96**	**86,572.00**	**93,422**

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales - Charity number 1085709

Accounts



ANNUAL REVIEW 2022 -2023

ALTERNATIVES TO VIOLENCE PROJECT BRITAIN

Annual Review 01 April 2022- 31 March 2023
Charity 1085709

ABOUT AVP BRITAIN

Quakers were instrumental in establishing AVP at its outset in a New York prison in 1975 as well as in bringing AVP to Britain in 1989. A registered national charity, AVP Britain is committed to working towards a resilient and non-violent society. AVP workshops are held across England, Scotland, and Wales.

While AVPB is now an independent and non-aligned organisation, the early Quaker influence is still reflected in our values and in our workshops, as well as in our organisational practices. Our values encourage us to:

- Honour the right to choose;
- Accept that we make mistakes;
- Take responsibility for our actions;
- Value the contribution everyone can make;
- Be bold, honest, trusting and creative;
- Recognise the potential of conflict, when handled well, to deepen understanding, create opportunities for cooperation and challenge injustice.

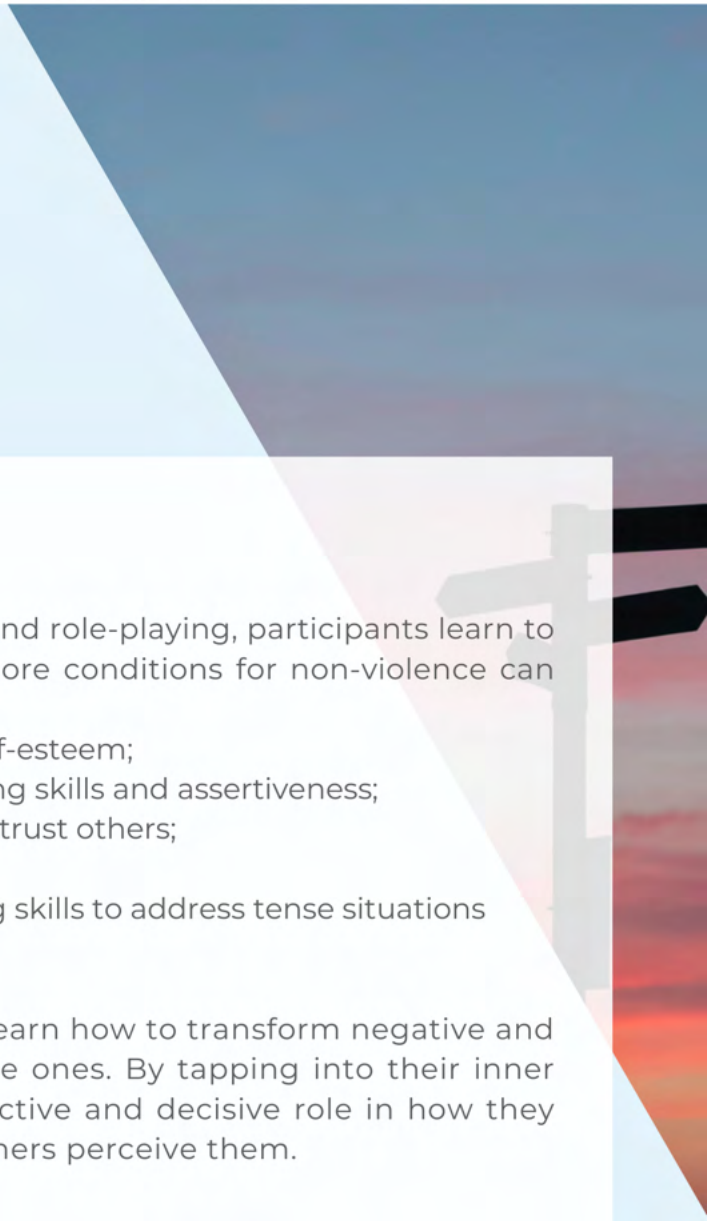
Much more than anger management courses, AVP recognises that a holistic approach is needed to address violence in our societies. Our courses therefore aim to teach participants the necessary skills to handle conflict non-violently and to build better, healthier, and more resilient relationships. We do this through interactive workshops which combine experiential learning and self-awareness exercises with more practical skill development in conflict management.

Our Courses

Our volunteers run 'Facing Up to Conflict' courses which are delivered in prisons and communities at a low or no cost to the participants.
To maximise accessibility, our courses, at Level 1 (introductory) and Level 2, are now offered in four main formats:

- In-person: a 16-hour intensive group workshop delivered over a two/three-day weekend (or to suit specific groups e.g. as five or six 3-hour sessions over 3-6 weeks)
- On-line: a 16-hour remote workshop run with a group of participants over 5 or 6 weekly sessions
- Distance Learning: a 6-week individual course which can be received by (e)mail
- 'Tackling Conflict' offers a self-directed distance learning programme online (two separate courses, equivalent to a Level 1 and a Level 2 course). Course work is supported by forums, webinars and facilitator support. Each course requires between 25 and 30 hours of work.

ABOUT AVP BRITAIN



Our Approach

Through a range of exercises, discussions, games, and role-playing, participants learn to create and maintain an environment where five core conditions for non-violence can exist:

- Improved self-awareness, leading to increased self-esteem;
- Enhanced communication skills, including listening skills and assertiveness;
- Greater cooperation, readiness and willingness to trust others;
- Stronger sense of one's own values;
- Enhanced conflict-resolution and problem-solving skills to address tense situations peacefully when they arise.

Participants explore who they are as people and learn how to transform negative and harmful thought and action patterns into positive ones. By tapping into their inner strengths, we empower participants to play an active and decisive role in how they perceive life and other people, and in turn how others perceive them.

Our Beneficiaries

We aim to ensure that anyone can access, and benefit from, AVP workshops or distance learning materials. We believe that the experience of violence or abuse undermines self-respect and self-esteem, which in turn puts people at a significant disadvantage in their dealings with others in society. Apart from interactions with one's immediate social circle (family, friends, and neighbours), this also includes interactions with potential employers and official agencies such as health, housing, benefits, and education, thus perpetuating feelings of frustration, isolation, and/or hopelessness.

AVP beneficiaries are therefore people of all ages and genders, of varied cultural and linguistic backgrounds, and from across the class spectrum. They include survivors of domestic violence, prisoners on short and long sentences, people experiencing homelessness who are seeking help to deal with the hardships they face in rebuilding their lives and professionals in the care industry who might face conflict in their day-to-day jobs.



THE NEED FOR AVP BRITAIN

Much more to do...

England and Wales:

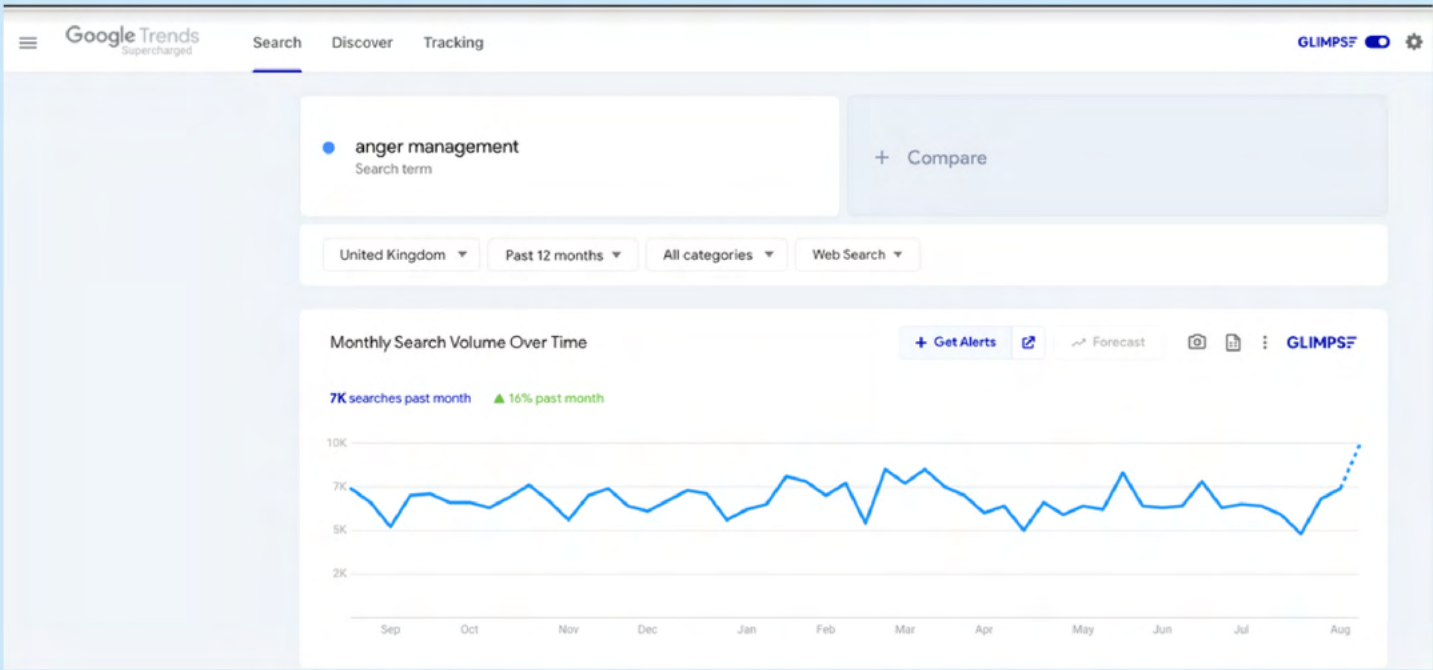
- Overall, the police recorded 2.1 million offences of violence against the person in the year ending March 2023. This was a 20% rise compared with the pre-coronavirus pandemic year ending March 2020 (1.8 million offences) and a slight increase (1%) compared with the year ending March 2022. Violence with injury was 6% higher (573,791 offences) than levels recorded in the year ending March 2020 (540,870 offences). In addition, violence without injury increased by 14% to 828,673 offences compared with the year ending March 2020 (728,265 offences).

Scotland:

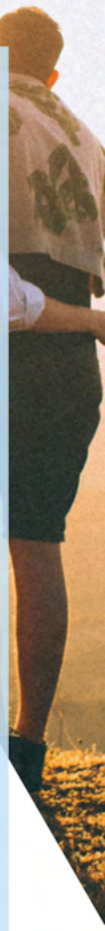
- Though crimes of violence are decreasing, they do so slowly and still a very significant number of people are affected.
- Non-sexual crimes of violence decreased by 1%, from 69,286 to 68,870. Common assault (also down 1%) makes up the clear majority (84%) of all non-sexual crimes of violence recorded in 2022-23.
- Sexual crimes decreased by 3%, from 15,049 to 14,602. These crimes are now at the second highest level seen since 1971, the first year for which comparable groups are available.

Number of people looking for anger management classes remains high.

About 7 thousand people in UK every month are researching anger management topic with anger management classes being one of main areas of interest.



THE NEED FOR AVP BRITAIN



These trends highlight that our current support systems in the UK are just not working well enough. People suffering from a lifetime of abuse and conflict are falling through the proverbial cracks, and scarce access to mental health support makes it nearly impossible for people to seek alternatives to their current lifestyles. Using punishment as a treatment for symptoms of chronic societal problems, instead of treating the underlying conditions supporting them, is evidently not effective, efficient, or sustainable. In fact, the evidence is clear: early intervention in conflict saves money, time, and promotes better wellbeing (Saundry & Urwin, 2021).

The Cost of Inaction

Conflict is all around us. According to an independent study published in 2021, the cost of workplace conflict to UK organisations alone amounted to a staggering £28.5 billion (Saundry & Urwin, 2021). The research further reports that nearly 10 million people experienced conflict at work, with over 50% of them citing stress, anxiety, and depression as a result of conflict. These emotions were not felt passively: close to 900,000 individuals took time off work to recover, a further 500,000 resigned, and over 300,000 were dismissed (Ibid.).

These costs are only part of the picture. In 2018/2019, violent incidents had cost the capital city over £3 billion in response costs and loss of economic output (Mayor of London, 2020). In Wales, another report outlines that violence costs the Welsh healthcare system over £46.6 million per year (Parry, 2020). In fact, a panoply of reports detail the myriad of costs associated to crime including anticipatory, defensive and insurance costs; costs as a consequence of crime (health and victim services, loss of output, stolen and damaged property); and response costs (police and judiciary) (see Heeks et al., 2018 as an example).

> **I truly believe that the course was the first step on my road to a life without using violence.**
>
> Feedback from prisoner, HMP Isle of Wight

OUR WORKSHOPS & COURSES IN 2022-2023

Our Impact in 2022-2023

We have reached more than 1,000 people through our activities this year, helping them to better deal with the conflicts in their lives. People who needed our support came from different parts of society - from charity workers to prisoners.

Workshops:

We continue to offer online workshop which we have developed as a response to COVID lockdown. Online format provides easier access for participants who live far from locations where we can currently deliver face to face workshops and is cost effective for both participants and the charity as no travel costs are involved.

Nationally, our volunteers ran 9 online workshops involving 77 participants.

We have restarted face to face and hybrid workshops and this year there were 106 participants involved.

One of our projects was with Dyfodol. Dyfodol are experienced substance misuse specialists who work in every setting in the justice system in Wales, working at police custody suites, courts, community hubs and prisons.

A series of 6 workshops were facilitated between October and November 2022. There were 6 participants + one member of staff.

This was not an easy group, partly because of participants' chaotic life-style. There was need for a lot of listening and flexibility. However, outcomes were positive and one member of the group went on to complete Level 1 and Level 2 'Tackling Conflict' workshops online. We hope that she will be able to become a facilitator in the near future.

I've learnt more about skills and know how to communicate in conflict situations.

Feedback from a Participant

OUR WORKSHOPS & COURSES IN 2022-2023

Distance Learning Courses:

The Facing Up to Conflict distance learning course (FUTCDL) achieved record levels of enrolments - 877 up from 790 in the previous year - and completions - 560 up from 440. This includes an increase in Stage 2 enrolments from 26 to 49.

Such strong results have been achieved thanks to our increasing collaboration with prison staff with regards to participant recruitment, coursework distribution and liaison with individual prisoners. Other relevant factors include greater freedom of movement for prisoners to enrol post-lockdown (which was generally eased later in prisons than in the general population), enabling them to submit applications more easily, and also generate awareness of the course within prison communities.

In response to original research we undertook in women's prisons, in collaboration with AVP Ireland, we have started development of a version of FUTCDL specifically for women, both within prison and in the wider community. As far as we know this will be the first programme of its type available within Britain.

We are also making progress on an FUTCDL prison discussion groups programme, to give course participants the opportunity to reinforce their learning over an extended period, and practise their skills in a supportive environment.

As ever, none of the above could have been achieved without the hard work and dedication of our volunteer team, including office volunteers, placement students, programme leads and coursework assessors. We estimate that between them they contributed a total of approximately 2250 volunteer hours during the year.

While a lot of offender behaviour courses are run of the mill and impractical, the AVP was the largest breakthrough moment into my psyche that I ever can recall. It challenged certain modes of thought that I'd become all too used to.

Feedback from Prisoner

OUR WORKSHOPS & COURSES IN 2022-2023

AVP in Schools Pilot Project/ evaluation of impact:

The 'Facing up to Conflict' pilot in schools in Wales took place between November 2021 and December 2022. This was a partnership project between AVPBritain and the Welsh Centre for International Affairs (WCIA) and funded by the Edith M Ellis Foundation and the Southall Trust.

All the participating schools were already Peace Schools, but it was felt that the development of inter-personal skills was a missing element, and the main aim of the project was to support children and young people in developing these, linked to the Health and Wellbeing area of the Welsh curriculum.

7 schools were recruited – 4 primary and 3 secondary – and 2 staff from each school completed at least level 1 of the online 'Tackling Conflict' course, with 6 supporting online webinars. The last of these dealt with practical issues such as when and how to run sessions, links to the curriculum and progression. Participating staff also had access to an adapted AVP Manual for schools, available bilingually. Delivery of the workshops varied according to setting: some schools felt confident to run sessions themselves, whilst others had supporting input from AVP facilitators.

Evaluation took place in the autumn term, 2022.

Over the life of the project 14 staff members participated in training and project delivery and an estimated 128 children and young people took part in workshops.

All respondents felt that the project's resources and activities were accessible to all and that the pilot addressed critical areas of the Welsh curriculum – i.e. positive peer-to-peer relationships, health and wellbeing and local and global citizenship.

Between the baseline and final activities with pupils, some indicators had raised considerably. 'I feel good about myself (have good self-esteem)' went up by 6.5%; 'I am good at listening to others' by 9.67%; and 'I know how I react in conflict situation' by 7 %.

The hope now is to run a longer-term follow-up pilot, emphasising the 'train the trainers' element and aiming to capture longer term changes in behaviours and ethos. Further funding is being sought for this. Some participants also felt that schools would be willing to pay for input.

Thank you for your fantastic input and knowledge. Your visits were great and very much appreciated.

Feedback from Member of Staff



CHAIR'S REPORT

First of all we would like to acknowledge the hard work and commitment of our volunteers and staff to keep AVPB alive despite the disruption which COVID-19 brought to the charity sector followed by the cost of living crisis.

We have managed to continue our work and have reached more people than we did last year. This was due to us being passionate about our cause but also, importantly, we continue to make use of the digital means to deliver our interventions which we have developed during lockdowns.

We held our AGM and annual gathering on the 5th of November as an online meeting, and have covered variety of topic in addition to the annual report: school pilot by Wales, a new Distance Learning programme for people with reading difficulties, online workshops leading to international collaboration across AVP, tackling conflict - opportunity for growth. We had a guest speaker from Ireland and from Scotland.

The decisions taken in AGM:

- Members accepted the annual review and finance report
- Suggestions for alternative Independent Examiner was requested
- Content of each workshop to be reviewed
- Volunteers requested to contact participants for impact assessment 6m after completing a course
- Alexandra Dzhuras-Dotta was re-elected as a Trustee, Arthur Charlton and Richard Tassel elected as Trustees, more Trustee applications requested
- Members supported the motion to apply to the Charity Commission for reducing number of Trustees and reducing number of Trustees involved in AVP work

A Big Thank You.....

...to all our volunteers for their generosity and dedication to AVP, without whom we couldn't operate. From committing to our work despite a challenging external environment, to embracing new technologies to ensure the continued delivery of our work - our volunteers have shown the same courage, resilience, and enthusiasm which we aim to inspire in our workshop participants.

We also thank all our donors, big and small, for trusting us with the resources needed to do our life-changing work.



CHAIR'S REPORT

Re-building Post-COVID

While we have restarted our face to face activities, we are still struggling to fully recover from the COVID social restriction as for a long while we were not able to run our face to face workshops which are main source of our future workshop facilitators.

We have focused on creating a board with diverse skills who can carry AVPB forward and oversee the re-building of the charity leading it to growth in the coming years.

We have found that our strategic plan which was put together before COVID needed a serious revision and we will be presenting a new strategic plan on our National Gathering in 2023.

Despite all the challenges, we are hugely grateful for our volunteers who keep supporting AVPB continuously. 66 volunteers gave us approximately 59 hours a week, which according to Office of National Statistics amounts to annual value of over £44,200 pounds.

The core of our volunteer base are our workshop facilitators and distance learning assessors who are the backbone of our programmes, AVPB would not have existed without them:

- Facilitators including lead facilitators – 25
- Facilitators in training (mentees)-10
- Distance learning – 26
- Marketing, social media, publicity- 3
- Admin and other – 1
- Trustees -7 (including Company Secretary)

What motivates me? A desire to do whatever I can to help create a less violent world, and a strong belief in the need for more men to be involved in this kind of work.

CHAIR'S REPORT



Staffing

AVPB still operates with a very small team of paid staff, but we have seen some more changes, including expansion, this year. In our Distance Learning Programme, Robert Ordman continues as our Distance Learning Coordinator and in London and the Southeast region Karen Virtue continues as Regional Coordinator, while Elaine Bright continues as our Finance Officer. A big thank you to these loyal members of staff who have supported our volunteer base and kept AVPB working.

In Wales, following a successful funding bid, Rachel Pick joined us in May 2021 as Wales Development Officer, with a remit to develop AVPB Wales in partnership with other organisations. In the Distance Learning Programme we also took on Justina Karpalaviciute in March 2022, as programme administrator.

Our National Support Officer, Asia Wieloch, joined us as an employee in January 2023. Asia was instrumental in creating better visibility of the contribution which our volunteers give to AVBP and our society.

All our staff are part time.

Strengths and Challenges - Our Trustees

There were changes on the board, with Catherine Potvin, Robin Marshall and Colin Mallinson stepping down. Richard Tassell came in to replace Catherine, bringing skills in digital area and risk management. Arthur Charlton, who has been AVPB member for many years, has also joined the board, bringing his expertise as a lead facilitator and deep understanding of AVPB programmes.
The Chair moved from Marie Walsh who preferred to focus on the quality of our programmes, together with Arthur Charlton to Alexandra Dzhuras-Dotta.

We remain committed to ensuring that we have an effective board which has a good mix of professional skills in important areas like finance / fundraising, strategy, safeguarding, HR etc (often coming from outside of AVPB volunteers' pool) as well as deep hands on knowledge of AVPB programmes.

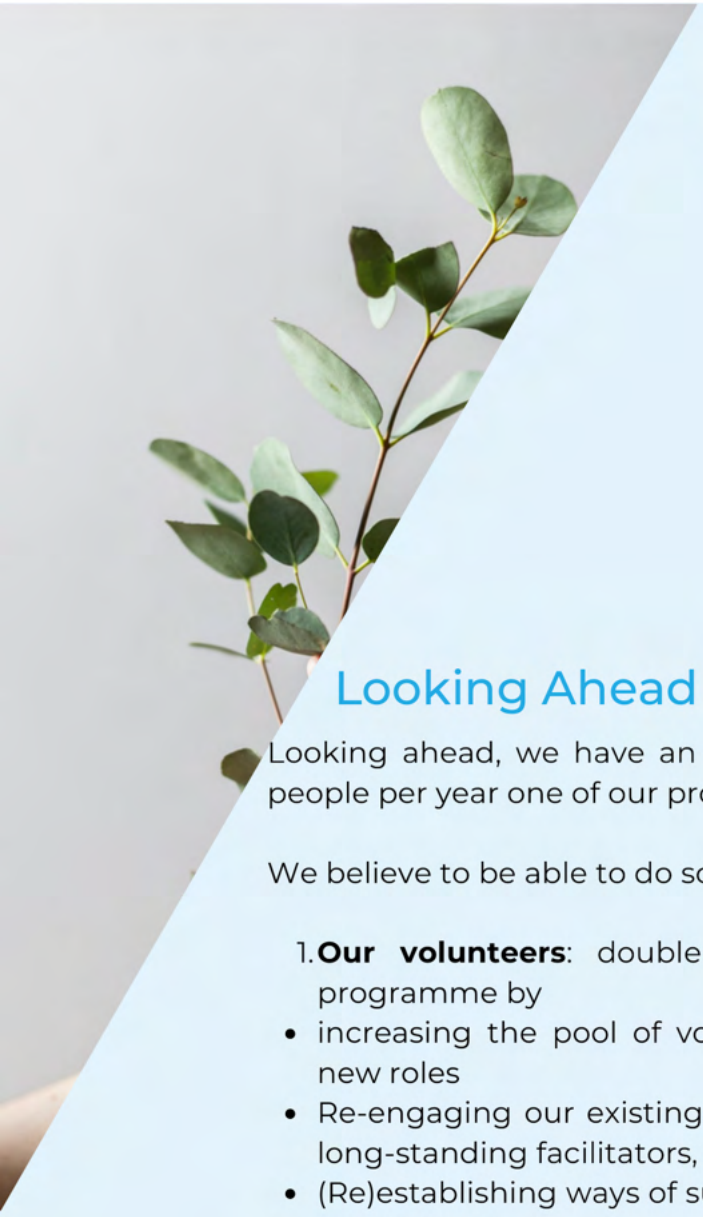
CHAIR'S REPORT



Housekeeping

Other things (small but important for us to operate) which happened within this year:

- We have updated our website
- We have analysed the cost structure of all our offers as the first step to cost/benefit understanding of our interventions
- Number of policies have been reviewed and where necessary, updated, including financial policy, equality and diversity policy, trustee guidance policy, pass-through policy
- We have created a strategic plan for Distance Learning programme which became a template to review our overall strategic plan in 2023-2024
- We have undertaken a cost analysis of our programmes and in the year 2022-2023 we estimate cost per person which for example for a distance learning course came at £52.



CHAIR'S REPORT

Looking Ahead

Looking ahead, we have an ambition to double our reach and to offer to 2,000 people per year one of our programmes.

We believe to be able to do so, we need to focus on 5 key pillars of our work:

1. **Our volunteers**: double our volunteer base, strengthen our volunteering programme by
- increasing the pool of volunteers by expanding existing roles and identifying new roles
- Re-engaging our existing volunteers, retaining the knowledge and expertise of long-standing facilitators, utilising the body of expertise within the organisation
- (Re)establishing ways of support so as to create sustainability of the volunteering programme.

2. **Funding**: double our funding by 2025-2026

3. **Organisational structure:** create a sustainable paid staff structure to set ourselves for growth.

4. **Effective programmes** - establish a system of measurement and improvement of effectiveness and efficiency of our programmes.

5. **Appeal**: increase awareness and appeal of AVPB to all important target audiences: potential participants, volunteers, partners, funders.

Our **FOUNDATION** is an engaged and energised team, volunteers and paid staff working as one.

GOVERNANCE



2022-2023 Board

Chair: Marie Walsh (till Nov 2023, later Trustee)
Secretary: Colin Mallinson (stepped down in Feb 2023)
Treasurer: Tarrill Baker
Trustee: Robin Marshall (stepped down in Dec 2022)
Trustee: Alexandra (Sasha) Dzhuras-Dotta, Chair as of Nov 2022
Trustee: Catherine Potvin (stepped down in Jan 2023)
Trustee: Arthur Charlton (joined in Jan 2023)
Trustee: Richard Tassell (joined in Nov 2022)
Trustee: Richard Fillingham (contributed from Feb till May 2023)

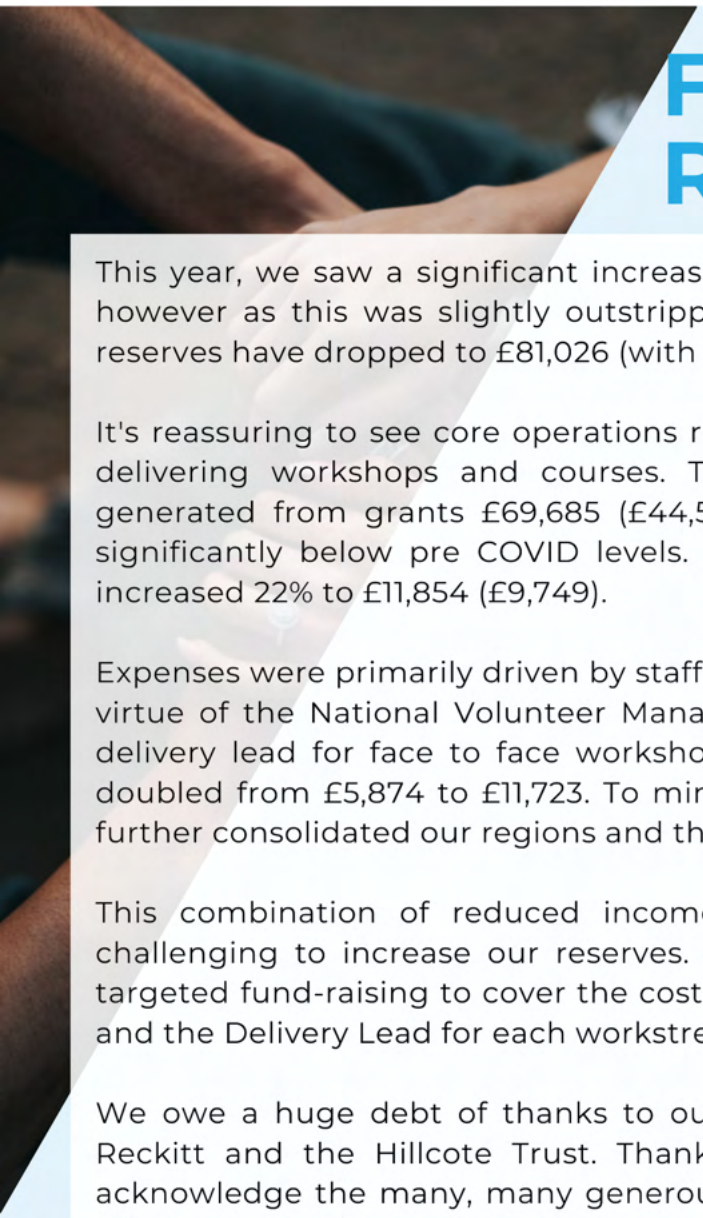
The Alternatives to Violence Project, Britain is a registered charity and a company limited by guarantee and is also registered in Scotland as charity. Company Members meet in an Annual General Meeting and elect between six and ten Trustees who hold responsibility for all governance matters. Trustees serve for a three year term, and each year up to a third of trustees stand down or may stand for re-election, subject to a maximum term of six years.

We are a volunteer-led organisation, with our distance learning programme and online workshops being delivered from London and the programme of face-to-face workshops still organised locally. Two of the regions (Wales and London & the South East of England) currently have a paid part time coordinator/development worker. Over time we aim to move away from organising regionally, towards having each delivery format (i.e. online workshops, in-person workshops and distance learning) organised nationally, with paid staff supporting local hubs of volunteers.



OUR PATRONS

- **Baroness Vivien Stern,** Crossbench Peer, House of Lords
- **Tim Newell,** Former Governor of Grendon and Spring Hill prisons, restorative justice practitioner, consultant and author



FINANCIAL REPORT 2022-2023

This year, we saw a significant increase in our revenue up 54% (from last year) to £110,381, however as this was slightly outstripped by expenses at £112,434 (32% YoY increase), our reserves have dropped to £81,026 (with last year's figures in brackets ... £83,079).

It's reassuring to see core operations returning to normal, with the workstreams nationally delivering workshops and courses. The main portion of our income though (84%) is generated from grants £69,685 (£44,515) and donations £23,015 (£13,803), which are still significantly below pre COVID levels. Our other material income source, workshop fees increased 22% to £11,854 (£9,749).

Expenses were primarily driven by staff costs which increased by 56% to £86,522 (£55,500) by virtue of the National Volunteer Manager being in role all year and the introduction of a delivery lead for face to face workshops. Course related costs, hit by inflation, effectively doubled from £5,874 to £11,723. To minimise costs and overheads where possible, we have further consolidated our regions and thank them for their support in that process.

This combination of reduced income in a high cost environment is making it very challenging to increase our reserves. As such, our priority for the year ahead will be on targeted fund-raising to cover the cost of 4 part-time staff, the National Volunteer Manager and the Delivery Lead for each workstream (80% of our expenditure) and overheads.

We owe a huge debt of thanks to our key funders, this year LOTTO, Flapjack, Sir James Reckitt and the Hillcote Trust. Thanks also to the regions. As ever, we also gratefully acknowledge the many, many generous donations by individuals, Meetings of Friends and other groups, who continue to support our work, some of them on a regular monthly basis.

Thank you!

We would like to thank our finance officer Elaine Bright who managed our books during the year. Thanks are also due to Andy Hopkins for his work in examining the AVPB annual accounts.

Reserves

It is our policy to hold at least six months' operating costs in reserves to mitigate fluctuations in income. Trustees review this annually when they set the budget to ensure that the level of reserves held is appropriate and adequate.

Our key funders (over £5k) in 2022-2023 included:

LOTTO £9,129
Flapjack £7,880
Sir James Reckitt £5,000
Hillcote Trust £5,000
Schroders £5,000

...Thank you!

REFERENCES

https://www.ons.gov.uk/releases/crimeinenglandandwalesyearendingmarch2022

https://www.gov.scot/news/recorded-crime-in-scotland-2022-23/

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT

Trustees:

Alexandra Dzhuras-Dotta - Chair

Tarrill Baker Treasurer

Arthur Charlton
Richard Tassell
Richard Fillingham
Marie Walsh

Patrons: Baroness Vivien Stern
Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31st March 2023

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees	Charity Name: AVP		
On accounts for the year ended	31st March 2023	**Charity no (if any)**	1085709

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:	Andy Hopkins	**Date:**	5/9/2023
Name:	Andrew David Hopkins		
Relevant professional qualification(s) or body (if any):			
Address:	27 Hawker Close Birmingham B31 2GU		

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2023

	Note	31/03/2023	31/03/2022
		£	£
Restricted Funds	7	57,655	51,853
Unrestricted Funds		23,371	31,226
		81,026	**83,079**
CURRENT ASSETS			
Bank Balances	6	81,076	93,059
Cash			-
Debtors		1,033	1,505
Creditors	5	(1,083)	(11,485)
Net Current Assets		**81,026**	**83,079**
Current Liabilities	5		
		81,026	**83,079**

For the year ending 31/03/2023 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair  Alexandra Dzhuras-Dotta

Date August 24, 2023

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2023

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2022 to 31/3/2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	2022 £
Incoming Resources					
Grants		16,700	52,985	69,685	44,515
Donations		10,135	12,880	23,015	13,803
Workshop/Event Receipts		11,854		11,854	9,749
Other Income		1,129	4,698	5,827	3,683
Total Incoming Resources		39,818	70,563	110,381	71,750
Resources Expended					
Direct Charitable Expenditure	2	42,753	64,761	107,514	79,584
Fundraising & Publicity	3	216		216	483
Governance	4	4,704		4,704	5,119
					0
Total Resources Expended		47,673	64,761	112,434	85,186
Net Resources before Fund Transfers		(7,855)	5,802	(2,053)	(13,436)
Net Movement in Funds		(7,855)	5,802	(2,053)	(13,436)
Balances brought forward at 1 April 2022		31,226	51,853	83,079	96,515
Balances carried forward at 31 March 2023		23,371	57,655	81,026	83,079

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2023

1. ACCOUNTING POLICIES

1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is give in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. 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 to the UK and Republic of Ireland (FRS 102) issued in October 2019
the Financial Reporting Standard applicable in the United Kingdom and Repblic of Ireland (FRS 102)
the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice

The financial statements are prepard on a going concern basis and under the historical cost covention.
The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;
any performance conditions have been met or are fully within the control of the charity;
there is sufficient certainty that receipt of the income is considered probable; and
the amount can be measured reliably.

1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1.4 Fund accounting

Unrestricted general funds are freely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes. Designated funds are funds set aside by the trustees for particular purposes. For fund accounting they are reflected under restricted

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the shceme are charged to the Statement of Financial Activities in the year to which they relate.

1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

2. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£
Staff Costs/FUTC Admin	21,761	64,761	86,522
Workshop Costs	3,092		3,092
Annual Gathering			0
Office Rent & Services	7,861		7,861
Telephone, Postage & IT	8,631		8,631
Consultancy/OSCR Accreditation			0
Facilitator Training	513		513
Marketing			0
Travel			0
Printing & Stationery	286		286
Trustees	608		608
	42,752	**64,761**	**107,513**

3. FUNDRAISING

Fundraising	216	**216**

4. GOVERNANCE

Bookkeeping	4,096		4,096
Insurance	608		608
Other			0
	4,704	**0**	**4,704**
TOTALS	**47,672**	**64,761**	**112,433**

5	Debtors/Prepayments	Creditors/Accruals
London SE Salary	1,033	
Wales Development Officer		1,083
	1,033	**1,083**

6. BANK BALANCES

		Petty Cash
Central	70,730	0
North East/East Midlands (NEEM)	0	
London & South East	0	
Scotland	0	
North West	0	
Midlands/Wales	10,296	
South West	0	
	81,026	**0**

7. GRANTS RECEIVED (over £5K)

LOTTO	9,129
Flapjack	7,880
Sir James Redditt	5,000
Hillcote Trust	5,000
Shroders	5,000
	32,009

8. TRUSTEES

Trustees receive no remuneration for their services.
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN
Regional Results 2021- 2022

Regions

ALTERNATIVES TO VIOLENCE PROJECT , BRITAIN
Regional Results 2022- 2023

	London/SE Unrestricted	Mid/Wales Unrestricted	SW Unrestricted	York Unrestricted	TOTAL Unrestricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted	
Incoming Resources											
Grants	4,000	7,700			**11,700**	***11,700***	5,000	52,985	**16,700**	**52,985**	69,685
Donations	1,538	386			**1,924**	***1,924***	8,211	12,880	**10,135**	**12,880**	23,015
Workshop/Event Receipts	9,764	2,090			**11,854**	***11,854***			**11,854**	**-**	11,854
Other Income						-	1,129	4,698	**1,129**	**4,698**	5,827
Total Incoming Resources	**15,302**	**10,176**			**25,478**	***25,478***	**14,340**	**70,563**	**39,818**	**70,563**	**110,381**
Resources Expended											
Direct Charitable Expenditure	17,679	7,851	195		**25,725**	***25,725***	21,340	64,761	**47,065**	**64,761**	111,826
Fundraising & Publicity						-			-		
Governance						-	608		**608**		608
Total Resources Expended	**17,679**	**7,851**	**195**		**25,725**	***25,725***	**21,948**	**64,761**	**47,673**	**64,761**	
Net Resources before Transfer	(2,377)	2,325	(195)	850	**603**	*603*	(7,608)	5,802	(7,855)	5,802	**-2,053**
Contributions to other regions											
Net Movement in Funds	3,285	-	3,032	850	**7,167**	***7,167***	**7,167**				
Transfers between Funds	(5,662)	2,325	(3,227)	(850)	(7,414)	(6,350)	(441)	9,738	(7,855)	5,802	**-2,053**
Balances brought forward at 1 April 2022							-				
Balances carried forward at 31 March 2023	7,269.00	7,971.00	3,226.00	850.00	**19,316.00**	***19,316.00***	12,084.00	51,679.00	**31,226.00**	**51,853.00**	**83,079**
	1,607	**10,296**	**0**	**0**		***12,966***	**11,643**	**61,417**	**23,371**	**57,655**	**81,026**

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales - Charity number 1085709

Accounts



ANNUAL REVIEW 2021 -2022

ALTERNATIVES TO VIOLENCE PROJECT BRITAIN

Annual Review 01 April 2021- 31 March 2022
Charity 1085709

ABOUT AVP BRITAIN

Quakers were instrumental in establishing AVP at its outset in a New York prison in 1975 as well as in bringing AVP to Britain in 1989. A registered national charity, AVP Britain is committed to working towards a resilient and non-violent society. AVP workshops are held across England, Scotland, and Wales.

While AVPB is now an independent and non-aligned organisation, the early Quaker influence is still reflected in our values and in our workshops, as well as in our organisational practices. Our values encourage us to:

- Honour the right to choose;
- Accept that we make mistakes;
- Take responsibility for our actions;
- Value the contribution everyone can make;
- Be bold, honest, trusting and creative;
- Recognise the potential of conflict, when handled well, to deepen understanding, create opportunities for cooperation and challenge injustice.

Much more than anger management courses, AVP recognises that a holistic approach is needed to address violence in our societies. Our courses therefore aim to teach participants the necessary skills to handle conflict non-violently and to build better, healthier, and more resilient relationships. We do this through interactive workshops which combine experiential learning and self-awareness exercises with more practical skill development in conflict management.

Our Courses

To maximize accessibility our '**Facing Up to Conflict**' courses, at Level 1 (introductory) and Level 2, are now offered in three main formats:

- **In-person**: a 16-hour intensive group workshop delivered over a two/three-day weekend (or to suit specific groups e.g. as five or six 3-hour sessions over 3-6 weeks)
- **On-line**: a 16-hour remote workshop run with a group of participants over 5 or 6 weekly sessions
- **Distance Learning**: a 6-week individual course which can be received by (e)mail
- In addition, '**Tackling Conflict**' offers professionals an insight into the AVP approach and ideas as a self-paced distance learning programme delivered online

The flexible delivery patterns developed in response to the pandemic have been incorporated into our regular way of working and this year we have also worked on providing more support for those who need it. In particular, in the distance learning programme we developed one to one support via zoom for people with extra learning challenges as well as a high accessibility version of the course materials, to make it more user friendly for anyone with difficulties in reading or writing.

ABOUT AVP BRITAIN



Our Approach

Through a range of exercises, discussions, games, and role-playing, participants learn to create and maintain an environment where five core conditions for non-violence can exist:

- Improved self-awareness, leading to increased self-esteem;
- Enhanced communication skills, including listening skills and assertiveness;
- Greater cooperation, readiness and willingness to trust others;
- Stronger sense of one's own values;
- Enhanced conflict-resolution and problem-solving skills to address tense situations peacefully when they arise.

Participants explore who they are as people and learn how to transform negative and harmful thought and action patterns into positive ones. By tapping into their inner strengths, we empower participants to play an active and decisive role in how they perceive life and other people, and in turn how others perceive them.

Our Beneficiaries

We aim to ensure that anyone can access, and benefit from, AVP workshops or distance learning materials. We believe that the experience of violence or abuse undermines self-respect and self-esteem, which in turn puts people at a significant disadvantage in their dealings with others in society. Apart from interactions with one's immediate social circle (family, friends, and neighbours), this also includes interactions with potential employers and official agencies such as health, housing, benefits, and education, thus perpetuating feelings of frustration, isolation, and/or hopelessness.

AVP beneficiaries are therefore people of all ages and genders, of varied cultural and linguistic backgrounds, and from across the class spectrum. They include survivors of domestic violence, prisoners on short and long sentences, people experiencing homelessness who are seeking help to deal with the hardships they face in rebuilding their lives and professionals in the care industry who might face conflict in their day-to-day jobs.



THE NEED FOR AVP BRITAIN

Across the UK the number of police recorded violence against the person offences in 2021-2022 have increased year on year; in England and Wales from 1.8m cases to 2.1 m and in Scotland non-sexual crimes of violence increased from 113 to 127 crimes per 10,000 population.

Much more to do...

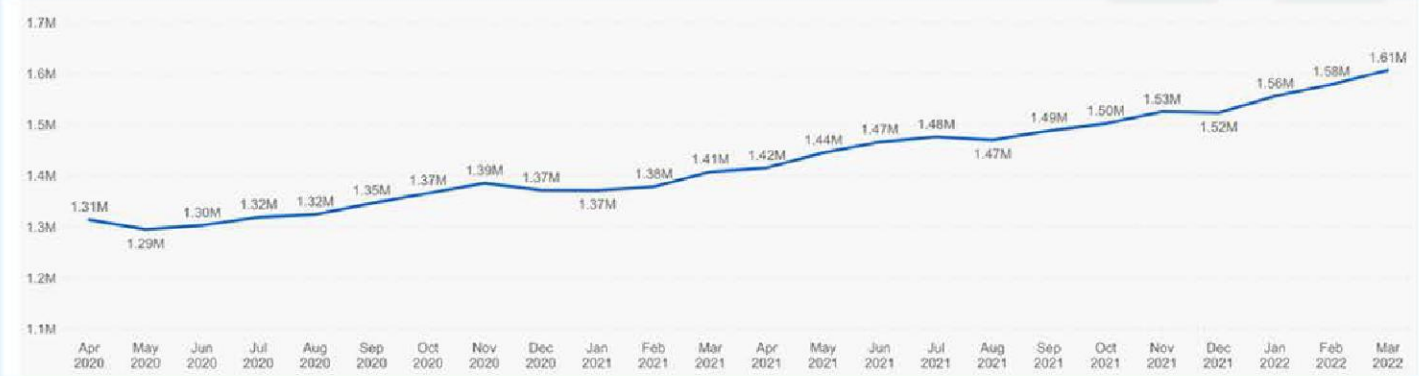
England and Wales:

- Violence with injury increased by 22% (to 566,603 offences) in the year ending March 2022 compared with the previous year. This was also 5% higher than levels recorded in the pre-coronavirus year ending March 2020 (540,699 offences).
- The police recorded 909,504 offences (excluding fraud) flagged as domestic abuse-related in the year ending March 2022. This represents an 8% increase from 845,734 offences in the previous year and a 12% increase from 798,607 offences in the year ending March 2020. This included 722,723 violence against the person offences flagged as domestic abuse-related, a 7% increase compared with the year ending March 2021.

Scotland:

- Of the 58,306 crimes recorded in 2021-22, 7,858 (13%) related to Common assault of emergency workers.
- Crimes recorded under the Domestic Abuse (Scotland) Act 2018 accounted for 3% of Non-sexual crimes of violence. There were 1,760 crimes recorded under the Domestic Abuse (Scotland) Act 2018 in 2021-22, the third year this legislation has been in place. This was a 7% increase compared to 2020-21 (from 1,641 to 1,760).
- Of those crimes, 92% (or 1,627) involved a female victim and 8% (or 133) had a male victim. These proportions are similar to those in the previous year, at 94% and 6%, respectively.

Number of people in contact with Mental Health Services keeps increasing:



THE NEED FOR AVP BRITAIN



These trends highlight that our current support systems in the UK are just not working well enough. People suffering from a lifetime of abuse and conflict are falling through the proverbial cracks, and scarce access to mental health support makes it nearly impossible for people to seek alternatives to their current lifestyles. Using punishment as a treatment for symptoms of chronic societal problems, instead of treating the underlying conditions supporting them, is evidently not effective, efficient, or sustainable. In fact, the evidence is clear: early intervention in conflict saves money, time, and promotes better wellbeing (Saundry & Urwin, 2021).

The Cost of Inaction

Conflict is all around us. According to an independent study published in 2021, the cost of workplace conflict to UK organisations alone amounted to a staggering £28.5 billion (Saundry & Urwin, 2021). The research further reports that nearly 10 million people experienced conflict at work, with over 50% of them citing stress, anxiety, and depression as a result of conflict. These emotions were not felt passively: close to 900,000 individuals took time off work to recover, a further 500,000 resigned, and over 300,000 were dismissed (Ibid.).

These costs are only part of the picture. In 2018/2019, violent incidents had cost the capital city over £3 billion in response costs and loss of economic output (Mayor of London, 2020). In Wales, another report outlines that violence costs the Welsh healthcare system over £46.6 million per year (Parry, 2020). In fact, a panoply of reports detail the myriad of costs associated to crime including anticipatory, defensive and insurance costs; costs as a consequence of crime (health and victim services, loss of output, stolen and damaged property); and response costs (police and judiciary) (see Heeks et al., 2018 as an example).

> **I truly believe that the course was the first step on my road to a life without using violence.**
>
> Feedback from prisoner, HMP Isle of Wight

OUR WORKSHOPS & COURSES IN 2021-2022

Our Impact in 2021-2022

We have reached more than 1,000 people through our activities this year, helping them to better deal with the conflicts in their lives. People who needed our support came from different parts of society - from schools to prisons.

Online Workshops:

Nationally, our volunteers ran 11 online workshops involving 124 Level 1 participants and 27 Level 2 participants.

AVP Wales, as part of a schools project in partnership with WCIA (the Welsh Centre for International Affairs) also ran 7 one and a half hour INSET sessions for school staff. These were all held online and more than 30 staff attended in parallel with working through the 'Tackling Conflict' course in their own time.

Face to face Workshops:

With care, and extra precautions, we resumed face to face workshops during the year, running just two at Level 1, both in London, which were attended by 25 participants .

For the first time, AVP Wales (with WCIA) held face to face workshops in schools as part of the pilot project mentioned above. The project involved both Primary and Secondary schools and was very much welcomed by the participating schools. Five workshops were delivered, involving more than 100 pupils and 7 members of staff from six schools. As a result of the pilot project, one primary school in Wrexham has since planned and run their own weekly sessions based on the training we provided and the manual we have shared with teachers.

The schools pilot project, which was designed to fit within the curriculum in Wales, was funded by two grants: one from the Southall Trust for £3k (applied for by WCIA) and one from the Edith M Ellis Foundation (applied for by Jane Harris on behalf of AVP Britain - £5k). We thank these generous funders who made this exciting new development possible.

Brilliant activity for critical thinking and identifying leadership in pupils.

Feedback from a Teacher

OUR WORKSHOPS & COURSES IN 2021-2022

Our Impact in 2021-2022

Distance Learning Courses:

We enrolled 766 participants on Stage 1 in 2021-22, compared with 644 in the previous year, and attribute the increase to the easing of Covid lockdown restrictions in prisons over the period, and more cooperation with prison staff. 62% of participants completed the course, in line with previous years.

In summer 2021, we finally obtained funds to launch Stage 2 of the programme. This is a significant step forward, as it provides continuity for those who have completed Stage 1, and creates a programme which effectively lasts 16 or more weeks, allowing time for distribution of coursework assessments and certificates of completion. The course was designed by David Gee, who co-produced Stage 1, and includes new themes, such as 'taking responsibility' and 'the wider world'. The two most important differences in Stage 2 are that it's more challenging for participants, and it deals with more emotionally demanding conflict situations. It also includes a journal, which enables participants to reflect, in a structured way, on the 'homework' they are invited to complete on a weekly basis.

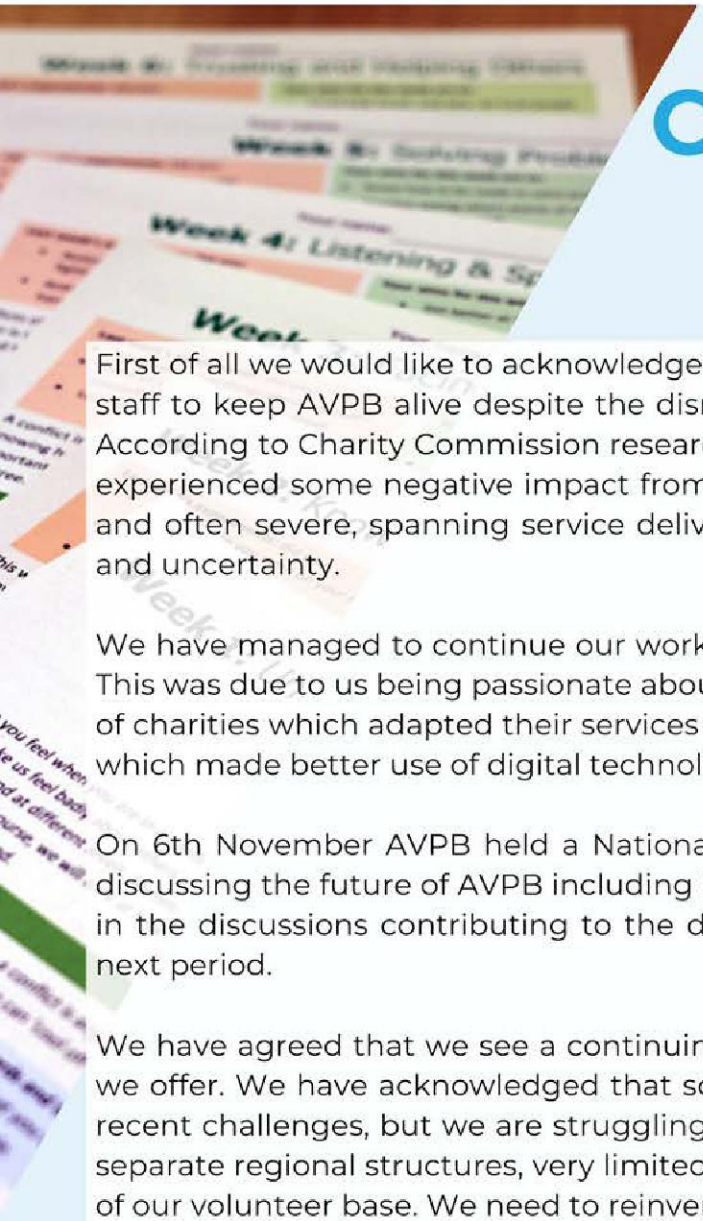
An innovation was the introduction of a small fee for prisoners enrolling on the course, to reflect the additional workload generated, and to generate a new income stream in order to reduce our reliance on funding from charitable trusts. However, we don't expect prisoners to pay for the course themselves, and to date all enrolments have been funded by the prison authorities. Unfortunately, HMPPS resources are, as ever, limited, which restricts the number of successful applicants. 28 participants enrolled on Stage 2, of whom 64% completed.

By the end of 2021, design of a more accessible version of the course, for people with reading difficulties and mild learning difficulties, was completed. At the time of writing, we are running a pilot prior to producing a finished version. We are indebted to Sarah Lane, Melanie Jameson, Anthony Limerick and James Seymour, the volunteers who created the programme.

In September our Facing up to Conflict distance learning course was validated by HMPPS Midlands Psychology Services and has been approved for use in all Midlands prisons.

While a lot of offender behaviour courses are run of the mill and impractical, the AVP was the largest breakthrough moment into my psyche that I ever can recall. It challenged certain modes of thought that I'd become all too used to.

Feedback from Prisoner



CHAIR'S REPORT

First of all we would like to acknowledge the hard work and commitment of our volunteers and staff to keep AVPB alive despite the disruption which COVID-19 brought to the charity sector. According to Charity Commission research, nearly all charities (91%) in England and Wales have experienced some negative impact from Covid-19. The consequences have been wide-ranging and often severe, spanning service delivery, financial and staffing issues, as well as frustration and uncertainty.

We have managed to continue our work and have reached more people than we did last year. This was due to us being passionate about our cause but also, importantly, we were among 45% of charities which adapted their services in the lights of restrictions and among 49% of charities which made better use of digital technology.

On 6th November AVPB held a National Gathering of a kind, online – our 'Big Conversation', discussing the future of AVPB including its structure and staffing. 28 of our members took part in the discussions contributing to the day and enabling us to clarify our way forward for the next period.

We have agreed that we see a continuing need for AVP Britain and the learning opportunities we offer. We have acknowledged that some sections of AVPB are doing well in spite of all the recent challenges, but we are struggling to carry on as an organisation in the current shape of separate regional structures, very limited paid staff and insufficient support leading to burnout of our volunteer base. We need to reinvent ourselves to become more sustainable.

As a result of this Big Conversation we are more focused to organise ourselves nationally around the types of interventions we are delivering and we have hired a National Volunteer Manager.

A Big Thank You.....

...to all our volunteers for their generosity and dedication to AVP, without whom we couldn't operate. From committing to our work despite a challenging external environment, to embracing new technologies to ensure the continued delivery of our work - our volunteers have shown the same courage, resilience, and enthusiasm which we aim to inspire in our workshop participants.

We also thank all our donors, big and small, for trusting us with the resources needed to do our life-changing work.



CHAIR'S REPORT

The Post-COVID world is increasing digital

The number of adults in the UK unable to access the internet fell steadily in the years leading up to the pandemic, and that the pandemic has made people more reliant on internet access than ever before: the latest figures indicate that the number of households who do not have access to the internet at home currently stands at 6%.

But while the Covid-19 pandemic enabled some adults to gain new digital skills and enjoy the benefits of being online, for others the digital divide has become more entrenched as an increasing number of everyday activities and services have moved online. 10% of people in UK don't have access or do not use internet, including some of the most financially vulnerable.

So while we are adapting ourselves to the digital age, it is equally important that we offer services to people without internet access, like the Easy Access distance learning correspondence course which has been designed this year.



CHAIR'S REPORT



Staffing

AVPB still operates with a very small team of paid staff, but we have seen some more changes, including expansion, this year. In our Distance Learning Programme, Robert Ordman continues as our Distance Learning Coordinator and in London and the Southeast region Karen Virtue continues as Regional Coordinator, while Elaine Bright continues as our Finance Officer. A big thank you to these loyal members of staff who have supported our volunteer base and kept AVPB working.

In Wales, following a successful funding bid, Rachel Pick joined us in May 2021 as Wales Development Officer, with a remit to develop AVPB Wales in partnership with other organisations. In the Distance Learning Programme we also took on Justina Karpalaviciute in March 2022, as programme administrator. Both Rachel and Justina have made a big difference already in their areas of work. Thank you! All our staff are part time.

Nationally, following Keely Mouland's departure at the end of March 2021, we recruited twice to the National Coordinator role without finding the right person, before re-shaping the role as 'National Volunteering Coordinator'. We say it so often - volunteers are critical to our organisation and this new role will allow us both to support our volunteers better and to coordinate their work more effectively. The role was not yet filled as the year came to an end (i.e. by the end of March 2022), but at the time of writing we have Asia Welloch in post, who is already making a big difference in the task of reorganising our national team of volunteers following the pandemic.

Strengths and Challenges - Our Trustees

We strengthened the Trustee team once again during this year – and yet still experienced some of the continuing challenge of burnout and change. On the basis of our skills audit to identify needs, we co-opted four very capable new trustees; first, in June 2021, Catherine Potvin, Daniel Rann and Robin Marshall, then in January 2022, Tarrill Baker, from within AVPB, who stepped in as Treasurer.

However, during the year we lost Jennifer Hawkswood and Harry Albright and then, at the 2021 AGM, (actually held in January 2022), we lost Stephen Charman, our Co-Chair, and later, in March, also Daniel Rann. All four stood down as a result of pressures on their time from other commitments. A big vote of thanks to all trustees, those retiring and those staying, for their commitment in helping to steer the organisation through another challenging year.

CHAIR'S REPORT



Housekeeping

Other things (small but important for us to operate) which happened within this year:

- we have re-invigorated our social media accounts, focusing on Facebook and LinkedIn and providing regular updates to all our followers;
- we have created AVPB email addresses to all our volunteers and staff to be GDPR compliant;
- we have set up regular news from trustees via emails (if you not on our distribution list but would like to be, please do let us know!);
- we ran our National Gathering via Zoom, which made it easier for people to attend and we had a great turnout;
- number of policies have been reviewed and where necessary, updated, including Social media strategy, Health and Safety policy, Complaints policy, Employee Disciplinary policy, IT policy, Expenses policy, Grievance policy;
- we have registered to AmazonSmile (UK), Amazon's charity pot ;
- we have updated our volunteer database and at the time of writing this report we have 76 active volunteers (we thank them all from the bottom of our hearts!).



AVPB CHAIR'S REPORT

Looking Ahead

Looking ahead, and seeking to better support our volunteers who deliver the programme, AVPB is proposing a restructure to move from being run by geographical regions towards being run via three delivery work streams.

This is a positive move building on the success of the distance learning model and recognising many of the regions are no longer effective, meaning that large areas of the country are unable to access our in-person workshops.

The three work streams will be distance learning, online workshops, and face-to-face workshops. Each will be lead by a paid staff member to give consistent, dedicated time to build AVP Britain back after the devastating effects of the pandemic.

Each WorkStream lead will work with local volunteers where they are in place, and the three WorkStream leaders will work collectively as a team, supported by the National Volunteering Manager. AVP staff members Robert, Rachel and Karen will be the initial WorkStream leads to give continuity and experience. They will cover fundraising and growth planning for their WorkStream as well administration to deliver the programme - distance learning, face-to-face workshops, or online workshops. Volunteer involvement at an operational and organisational level will support the WorkStream leads through new programme working groups e.g. for prison workshops, online workshops and for specific geographical areas where this seems useful.

This proposed restructure builds on the suggestion by AVP Wales at the last AGM and offers an opportunity to apply the success of the distance learning programme at a time when AVPB needs a significant relaunch to ensure its future viability.

GOVERNANCE



2021-2022 Board

Co-Chair: Marie Walsh
Co-Chair: Stephen Charman (stepped down in Jan '22)
Secretary: Harry Albright (stepped down in Oct '21)
Treasurer / later Secretary: Colin Mallinson
Treasurer: Tarrill Baker
Trustee: Jennifer Hawkswood (stepped down in Nov '21)
Trustee: Alexandra (Sasha) Dzhuras-Dotta
Trustee: Catherine Potvin
Trustee: Daniel Rann (stepped down in March '22)
Trustee: Robin Marshall

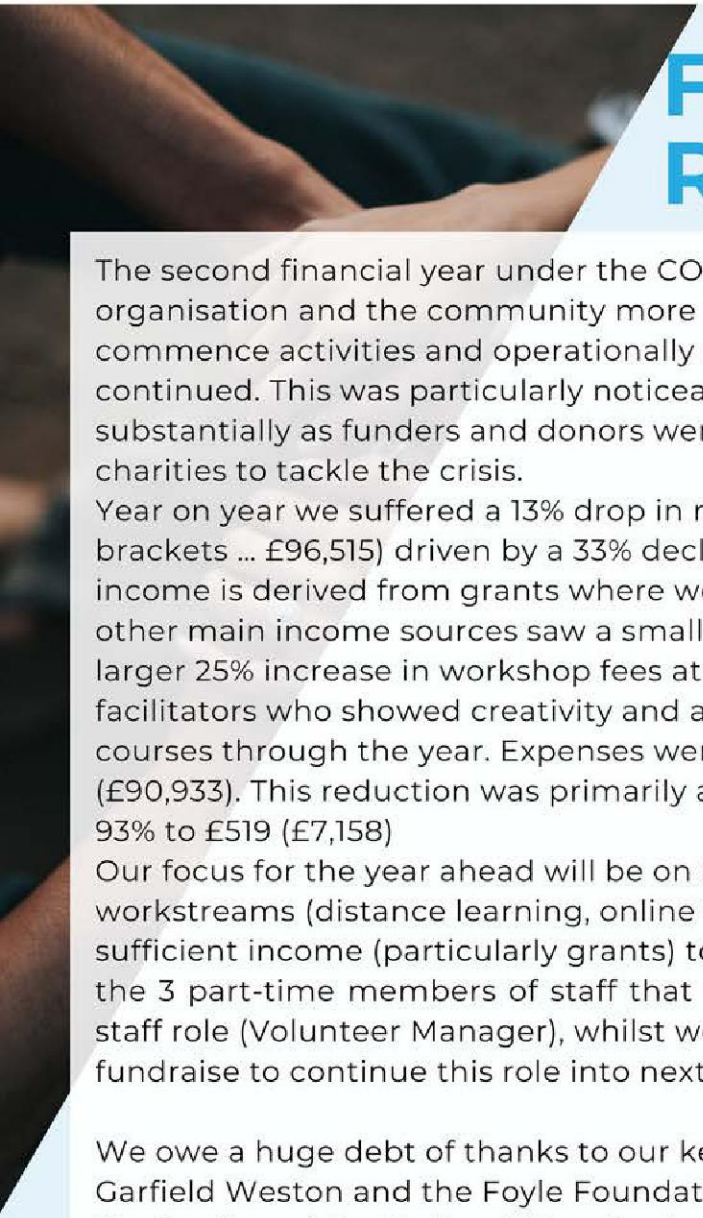
The Alternatives to Violence Project, Britain is a registered charity and a company limited by guarantee and is also registered in Scotland as charity. Company Members meet in an Annual General Meeting and elect between six and ten Trustees who hold responsibility for all governance matters. Trustees serve for a three year term, and each year up to a third of trustees stand down or may stand for re-election, subject to a maximum term of six years.

We are a volunteer-led organisation, with our distance learning programme and online workshops being delivered from London and the programme of face-to-face workshops still organised locally. Two of the regions (Wales and London & the South East of England) currently have a paid part time coordinator/development worker. Over time we aim to move away from organising regionally, towards having each delivery format (i.e. online workshops, in-person workshops and distance learning) organised nationally, with paid staff supporting local hubs of volunteers.



OUR PATRONS

- **Baroness Vivien Stern,** Crossbench Peer, House of Lords
- **Tim Newell,** Former Governor of Grendon and Spring Hill prisons, restorative justice practitioner, consultant and author



FINANCIAL REPORT 2021-2022

The second financial year under the COVID pandemic was in many ways harder for both the organisation and the community more broadly. Most of the regions were unable to re-commence activities and operationally momentum was lost as lock down restrictions continued. This was particularly noticeable for us financially where income dropped substantially as funders and donors were experiencing unprecedented demand from more charities to tackle the crisis.

Year on year we suffered a 13% drop in reserves to £84,338 (with last year's figures in brackets ... £96,515) driven by a 33% decline in Income to £73,142 (£109,818). Most of our income is derived from grants where we saw a 44% reduction to £44,515 (£79,101). Our other main income sources saw a small 7% rise in donations to £15,195 (£14,141) and a larger 25% increase in workshop fees at £9,749 (£7,766). For this, we'd like to thank the facilitators who showed creativity and adaptability in generating an online course, holding 7 courses through the year. Expenses were broadly comparable, down 6% to £85,319 (£90,933). This reduction was primarily attributable to fundraising/publicity costs dropping 93% to £519 (£7,158)

Our focus for the year ahead will be on re-building the services under 3 national delivery workstreams (distance learning, online workshops and face to face workshops) and raising sufficient income (particularly grants) to cover these workstreams' running costs (including the 3 part-time members of staff that lead each of these streams). For the other part-time staff role (Volunteer Manager), whilst we have funding to cover this year, we'll also need to fundraise to continue this role into next year.

We owe a huge debt of thanks to our key funders, this year the Hilden Charitable Trust, Garfield Weston and the Foyle Foundation. Thanks also to the regions who have supported the funding of the National Coordinator post during this year. As ever, we also gratefully acknowledge the many, many generous donations by individuals, Meetings of Friends and other groups, who continue to support our work, some of them on a regular monthly basis. Thank you!

We would like to thank our finance officer Elaine Bright who managed our books during the year. Thanks are also due to Peter Davies for his work in examining the AVPB annual accounts.

Reserves

It is our policy to hold at least six months' operating costs in reserves to mitigate fluctuations in income. Trustees review this annually when they set the budget to ensure that the level of reserves held is appropriate and adequate.

Our key funders (over £5k) in 2021-2022 included:

Foyle Foundation £5,400
Flapjack £5,000
Garfield Weston £5,000
Hilden Charitable Trust £5,000

...Thank you!

REFERENCES

https://www.ons.gov.uk/releases/crimeinenglandandwalesyearendingmarch2022

https://digital.nhs.uk/data-and-information/publications/statistical/mental-health-services-monthly-statistics/performance-june-provisional-july-2022

https://www.gov.uk/government/publications/charity-commission-covid-19-survey-2021/covid-19-survey-2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: Brick Yard, 28 Charles Square, London N1 6HT

Trustees:

Marie Walsh Chair
Tarrill Baker Treasurer
Alexandra Dzhuras-Dotta
Catherine Potvin
Robin Marshall
Daniel Rann
Colin Mallinson

Patrons: Baroness Vivien Stern
Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31st March 2022

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2022

	Note	31/03/2022	31/03/2021
		£	£
Restricted Funds	7	51,853	44,119
Unrestricted Funds		31,226	52,397
		83,079	**96,516**
CURRENT ASSETS			
Bank Balances	6	93,059	98,335
Cash		-	-
Debtors		1,505	-
Creditors	5	(11,485)	(1,819)
Net Current Assets		**83,079**	**96,516**
Current Liabilities	5		
		83,079	**96,516**

For the year ending 31/03/2022 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair

Date 7/11/2022

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2022

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
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 that in any material respect.

(1) to keep accounting records ,l;
to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Peter Davies

November 2022

Relevant professional qualification or body FCA
Address: Can Y Mor, 92 Main Road, Ogmore By Sea, Vale of Glamorgan. CF32 0PW
Date:

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2021 to 31/3/2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	2021 £
Incoming Resources					
Grants		10,700	33,815	44,515	79,101
Donations		8,403	5,400	13,803	14,141
Workshop/Event Receipts		9,749	-	9,749	7,766
Other Income		305	3,378	3,683	7,967
Total Incoming Resources		29,157	42,593	71,750	108,975
Resources Expended					
Direct Charitable Expenditure	2	45,150	34,434	79,584	78,581
Fundraising & Publicity	3	180	303	483	7,158
Governance	4	5,119	-	5,119	5,193
					0
Total Resources Expended		50,449	34,737	85,186	90,932
Net Resources before Fund Transfers		(21,292)	7,856	(13,436)	18,043
Transfers between Regions					843
Net Movement in Funds		(21,292)	7,856	(13,436)	18,886
Balances brought forward at 1 April 2021		52,518	43,997	96,515	77,630
Balances carried forward at 31 March 2022		31,226	51,853	83,079	96,516

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2022

1. ACCOUNTING POLICIES

1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is give in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. 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 to the UK and Republic of Ireland (FRS 102) issued in October 2019
the Financial Reporting Standard applicable in the United Kingdom and Repblic of Ireland (FRS 102)
the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice

The financial statements are prepard on a going concern basis and under the historical cost covention.
The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;
any performance conditions have been met or are fully within the control of the charity;
there is sufficient certainty that receipt of the income is considered probable; and
the amount can be measured reliably.

1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1.4 Fund accounting

Unrestricted general funds are feely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the shceme are charged to the Statement of Financial Activities in the year to which they relate.

1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

2. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total 2022
	£	£	£
Staff Costs/FUTC Admin	21,066	34,434	55,500
Workshop Costs	1,136		1,136
Annual Gathering			0
Office Rent & Services	13,061		13,061
Telephone, Postage & IT	4,738		4,738
Consultancy/OSCR Accreditation	35		35
Facilitator Training	216		216
Marketing	10		10
Travel	150		150
Printing & Stationery	2,131		2,131
Trustees	2,607		2,607
	45,150	**34,434**	**79,584**

3. FUNDRAISING

Fundraising	180	303	**483**

4. GOVERNANCE

Bookkeeping	4,506		4,506
Insurance	600		600
Other	13		13
	5,119	**0**	**5,119**
TOTALS	**50,449**	**34,737**	**85,186**

5	Debtors/Prepayments	Creditors/Accruals
Social Security Costs and Taxation	1,505	11,485
	1,505	**11,485**

6. BANK BALANCES

		Petty Cash
Central	67,498	0
North East/East Midlands (NEEM)	0	
London & South East	7,269	
Scotland	0	
North West	0	
Midlands/Wales	15,066	
South West	3,226	
	93,059	**0**

7. GRANTS RECEIVED (over £5K)

Hilden Charitable Trust	5,000
Garfield Weston	5,000
Foyle Foundation	5,400
Flapjack	5,000
	20,400

8. TRUSTEES

Trustees receive no remuneration for their services.
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2021- 2022

	London/SE Unrestricted	NW Unrestricted	Mid/Wales Unrestricted	Mid/Wales Restricted	SW Unrestricted	York Unrestricted	Regions TOTAL Unrestricted	Regions TOTAL Restricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted
Incoming Resources													
Grants	9,000						**9,000**		***9,000***	1,700	33,815	**10,700**	**33,815**
Donations	1,689		642			850	**3,181**		***3,181***	5,222	5,400	**8,403**	**5,400**
Workshop/Event Receipts	9,349		400				**9,749**		***9,749***			**9,749**	**0**
Other Income		73	1				**74**		***74***	231	3,378	**305**	**3,378**
Total Incoming Resources	**20,038**	**73**	**1,043**	**0**	**0**	**850**	**22,004**	**0**	***22,004***	**7,153**	**42,593**	**29,157**	**42,593**
Resources Expended													
Direct Charitable Expenditure	13,124	0	9,979				**23,103**		***23,103***	22,047	34,434	**45,150**	**34,434**
Fundraising & Publicity									***0***	180	303	**180**	**303**
Governance									***0***	5,119		**5,119**	**0**
Total Resources Expended	**13,124**	**0**	**9,979**	**0**	**0**	**0**	**23,103**	**0**	***23,103***	**27,346**	**34,737**	**50,449**	**34,737**
Net Resources before Transfer	6,914	73	-8,936	0	0	850	**(1,099)**			(20,193)	7,857	(21,292)	7,856
Contributions to other regions	4,975	7,188					**12,163**		***12,163***	12,163	0		**0**
Net Movement in Funds	1,939	(7,115)	(8,936)	-	-	850	(13,262)		***(13,262)***	(8,030)	7,857	(21,292)	7,856
Transfers between Funds													
Balances brought forward at 1 April 2021	5,330	7,115	16,732	175	3,226	-	**32,403**	**175**	***32,578***	20,114	43,822	**52,518**	**43,997**
Balances carried forward at 31 March 2022	**7,269**	**0**	**7,796**	**175**	**3,226**	**850**	**19,141**	**175**	***19,316***	**12,084**	**51,679**	**31,226**	**51,853**

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: Brick Yard, 28 Charles Square, London N1 6HT

Trustees:

Marie Walsh Chair
Tarrill Baker Treasurer
Alexandra Dzhuras-Dotta
Catherine Potvin
Robin Marshall
Daniel Rann
Colin Mallinson

Patrons: Baroness Vivien Stern
Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31st March 2022

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2022

	Note	31/03/2022	31/03/2021
		£	£
Restricted Funds	7	51,853	44,119
Unrestricted Funds		31,226	52,397
		83,079	**96,516**
CURRENT ASSETS			
Bank Balances	6	93,059	98,335
Cash		-	-
Debtors		1,505	-
Creditors	5	(11,485)	(1,819)
Net Current Assets		**83,079**	**96,516**
Current Liabilities	5		
		83,079	**96,516**

For the year ending 31/03/2022 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair

Date 7/11/2022

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2022

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
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 that in any material respect.

(1) to keep accounting records ,l;
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(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Peter Davies

November 2022

Relevant professional qualification or body FCA
Address: Can Y Mor, 92 Main Road, Ogmore By Sea, Vale of Glamorgan. CF32 0PW
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ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

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FOR THE YEAR ENDING 31 MARCH 2022

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Printing & Stationery	2,131		2,131
Trustees	2,607		2,607
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ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2021- 2022

	London/SE Unrestricted	NW Unrestricted	Mid/Wales Unrestricted	Mid/Wales Restricted	SW Unrestricted	York Unrestricted	Regions TOTAL Unrestricted	Regions TOTAL Restricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted
Incoming Resources													
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Workshop/Event Receipts	9,349		400				**9,749**		***9,749***			**9,749**	**0**
Other Income		73	1				**74**		***74***	231	3,378	**305**	**3,378**
Total Incoming Resources	**20,038**	**73**	**1,043**	**0**	**0**	**850**	**22,004**	**0**	***22,004***	**7,153**	**42,593**	**29,157**	**42,593**
Resources Expended													
Direct Charitable Expenditure	13,124	0	9,979				**23,103**		***23,103***	22,047	34,434	**45,150**	**34,434**
Fundraising & Publicity									***0***	180	303	**180**	**303**
Governance									***0***	5,119		**5,119**	**0**
Total Resources Expended	**13,124**	**0**	**9,979**	**0**	**0**	**0**	**23,103**	**0**	***23,103***	**27,346**	**34,737**	**50,449**	**34,737**
Net Resources before Transfer	6,914	73	-8,936	0	0	850	**(1,099)**			(20,193)	7,857	(21,292)	7,856
Contributions to other regions	4,975	7,188					**12,163**		***12,163***	12,163	0		**0**
Net Movement in Funds	1,939	(7,115)	(8,936)	-	-	850	(13,262)		***(13,262)***	(8,030)	7,857	(21,292)	7,856
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Balances carried forward at 31 March 2022	**7,269**	**0**	**7,796**	**175**	**3,226**	**850**	**19,141**	**175**	***19,316***	**12,084**	**51,679**	**31,226**	**51,853**

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

England & Wales - Charity number 1085709

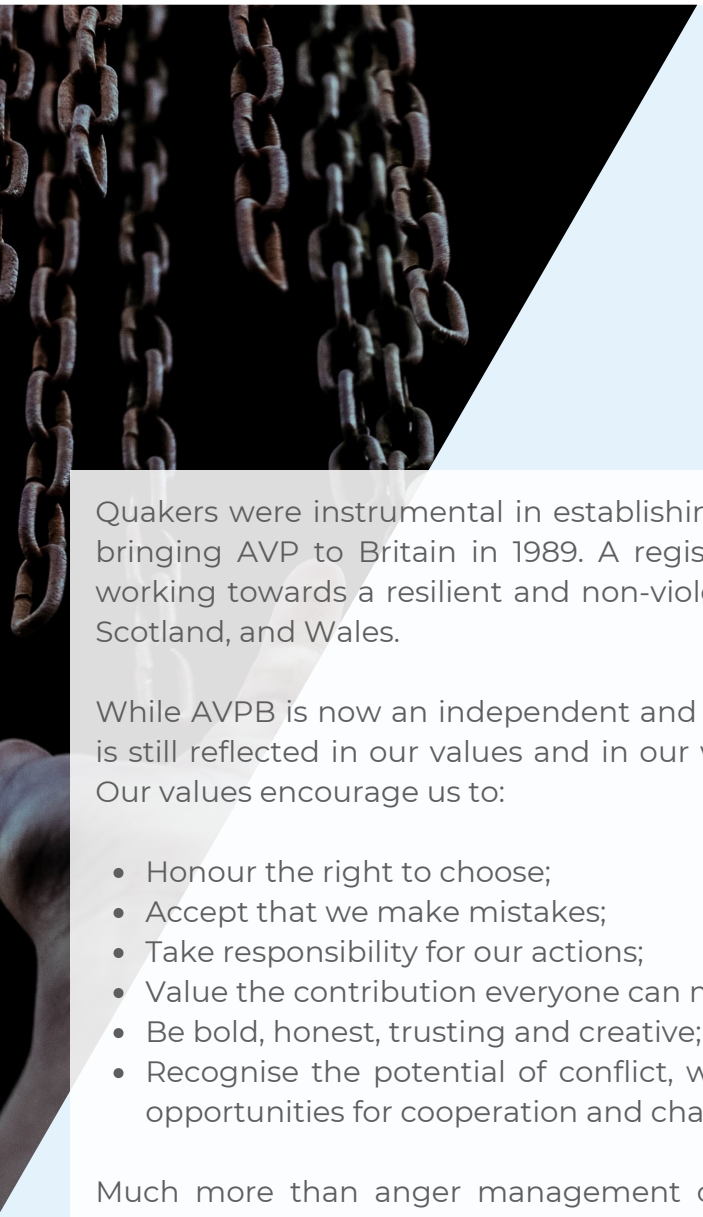
Accounts



ANNUAL REVIEW 2020 -2021

ALTERNATIVES TO VIOLENCE PROJECT BRITAIN

Annual Review 01 April 2020 - 31 March 2021
Charity 1085709



ABOUT AVP BRITAIN

Quakers were instrumental in establishing AVP at its outset in New York in 1975 as well as in bringing AVP to Britain in 1989. A registered national charity, AVP Britain is committed to working towards a resilient and non-violent society. AVP workshops are held across England, Scotland, and Wales.

While AVPB is now an independent and non-aligned organisation, the early Quaker influence is still reflected in our values and in our workshops, as well as in our organisational practices. Our values encourage us to:

- Honour the right to choose;
- Accept that we make mistakes;
- Take responsibility for our actions;
- Value the contribution everyone can make;
- Be bold, honest, trusting and creative;
- Recognise the potential of conflict, when handled well, to deepen understanding, create opportunities for cooperation and challenge injustice.

Much more than anger management courses, AVP recognises that a holistic approach is needed to address violence in our societies. Our courses therefore aim to teach participants the necessary skills to handle conflict non-violently and to build better, healthier, and more resilient relationships. We do this through interactive workshops which combine experiential learning and self-awareness exercises with more practical skill development in conflict management.

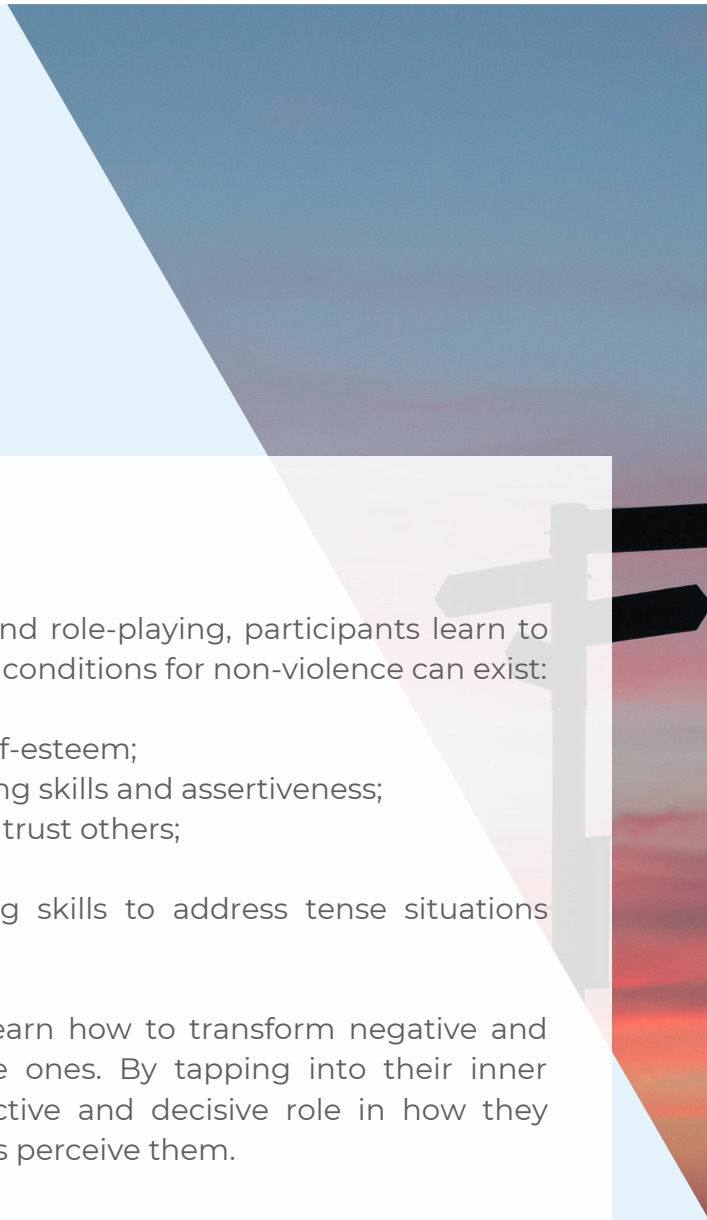
Our Courses

To maximize accessibility, our courses are now offered in four main formats:

- A 16-hour, in-person intensive course delivered over a two/three-day weekend;
- A 16-hour, in-person course delivered in the evening over the course of six weeks;
- A 6-week distance learning course which can be delivered by email or via postal mail.
- A self-paced distance learning course (Tackling Conflict) delivered online.

As a result of COVID-19, we have been developing more flexible delivery patterns including virtual workshops and shorter taster sessions. We have also developed a high accessibility version of our distance learning course which will increase participation potential among individuals who may experience difficulties reading or writing.

ABOUT AVP BRITAIN



Our Approach

Through a range of exercises, discussions, games, and role-playing, participants learn to create and maintain an environment where five core conditions for non-violence can exist:

- Improved self-awareness, leading to increased self-esteem;
- Enhanced communication skills, including listening skills and assertiveness;
- Greater cooperation, readiness and willingness to trust others;
- Stronger sense of one's own values;
- Enhanced conflict-diffusion and problem-solving skills to address tense situations peacefully when they arise.

Participants explore who they are as people and learn how to transform negative and harmful thought and action patterns into positive ones. By tapping into their inner strengths, we empower participants to play an active and decisive role in how they perceive life and other people, and in turn how others perceive them.

Our Beneficiaries

Anyone can access, and benefit from, AVP workshops. We believe that the experience of violence or abuse undermines self-respect and self-esteem, which in turn puts people at a significant disadvantage in their dealings with others in society. Apart from interactions with one's immediate social circle (family, friends, and neighbours), this also includes interactions with potential employers and official agencies such as health, housing, benefits, and education, thus perpetuating feelings of frustration, isolation, and/or hopelessness.

AVP beneficiaries are therefore people of all ages and genders, of varied cultural and linguistic backgrounds, and from across the class spectrum. They include survivors of domestic violence, prisoners on short and long sentences, people experiencing homelessness who are seeking help to deal with the hardships they face in rebuilding their lives, and professionals in the care industry who might face conflict in their day-to-day jobs.



THE NEED FOR AVP BRITAIN

The UK is currently facing a volatile and dangerous socio-economic crisis. Many community members are faced with uncertainty in multiple aspects of their lives, sometimes leading to feelings of distress, anxiety, and/or anger, with fewer healthy outlets for these emotions.

Among other....

- Domestic Abuse is increasing. The Crime Survey for England and Wales showed that over 1.6 million women and 757,000 men had experienced domestic abuse between March 2019 and March 2020, even before the onset of the global pandemic. Between April and June 2020, an increase of 8.1% in abuse by current partners and 17.1% from family members was already being reported. In April 2020, the Home Affairs Committee further pointed to evidence that cases were showing higher levels of physical violence than previously (Havard, 2021).

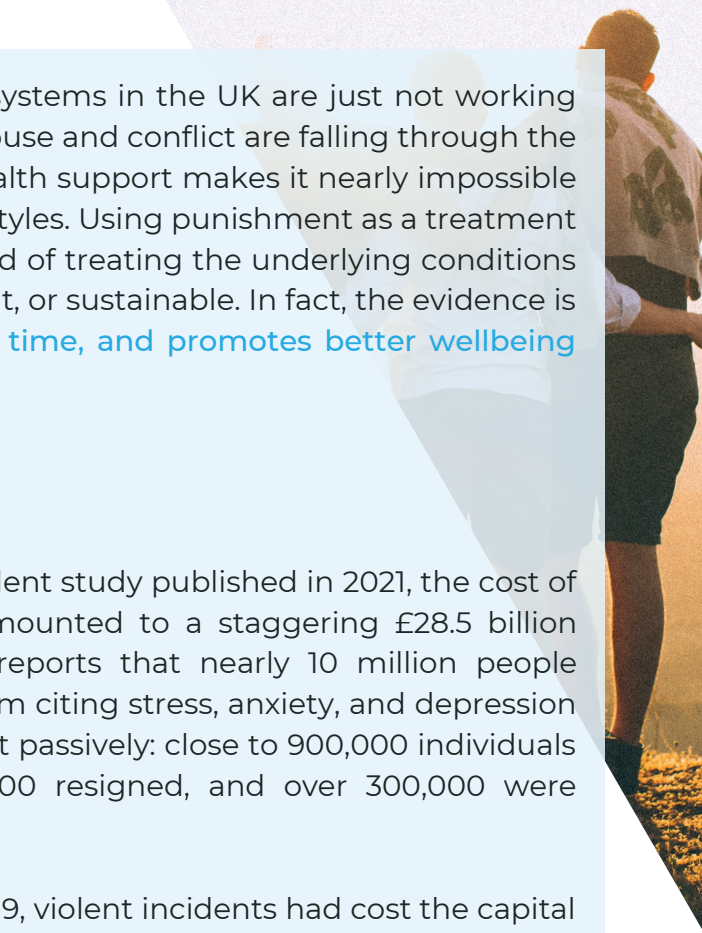
- The pandemic has also had a detrimental impact on people's mental health. Elevated levels of stress and anxiety are reported, mainly in connection to forced quarantine and its effects on people's activities, routines, and livelihoods (WHO, 2021). Moreover, studies have shown that individual health and hygiene concerns create anxiety, which has in turn been associated with an increase in anger, aimed either towards transgressors of recommended guidelines or the government itself for imposing them in the first place (Abadi et al., 2021).

- Homelessness has increased gradually over the years, with the official 2018 total remaining 165% higher than in 2010. Meanwhile, homelessness is intrinsically linked to mental health issues, heightened anxiety, conflict, and violence – with many women experiencing homelessness reporting that they had been victims of domestic violence prior to their current state (ACMD, 2019).

- Detentions under the Mental Health Act have risen by 34% since 2005. Although we have recently seen a decrease in overall prison population, it is set to rise by 3,200 places by March 2023 (Prison Reform Trust, 2019). Furthermore, our penal system emphasizes punishment rather than rehabilitation, a flawed approach, we believe, given that 64% of adults who serve a 12-month sentence reoffend after leaving prison (Ibid.).

- According to the Prison Reform Trust, 34% of inmates assessed in 2017/2018 reported that they had a learning disability or difficulty. Four-fifths of prisoners with learning disabilities or difficulties report having problems reading prison information, expressing themselves clearly, and understanding certain words (Prison Reform Trust, 2019).

THE NEED FOR AVP BRITAIN



These trends highlight that our current support systems in the UK are just not working well enough. People suffering from a lifetime of abuse and conflict are falling through the proverbial cracks, and scarce access to mental health support makes it nearly impossible for people to seek alternatives to their current lifestyles. Using punishment as a treatment for symptoms of chronic societal problems, instead of treating the underlying conditions supporting them, is evidently not effective, efficient, or sustainable. In fact, the evidence is clear: early intervention in conflict saves money, time, and promotes better wellbeing (Saundry & Urwin, 2021).

The Cost of Inaction

Conflict is all around us. According to an independent study published in 2021, the cost of workplace conflict to UK organisations alone amounted to a staggering £28.5 billion (Saundry & Urwin, 2021). The research further reports that nearly 10 million people experienced conflict at work, with over 50% of them citing stress, anxiety, and depression as a result of conflict. These emotions were not felt passively: close to 900,000 individuals took time off work to recover, a further 500,000 resigned, and over 300,000 were dismissed (Ibid.).

These costs are only part of the picture. In 2018/2019, violent incidents had cost the capital city over £3 billion in response costs and loss of economic output (Mayor of London, 2020). In Wales, another report outlines that violence costs the Welsh healthcare system over £46.6 million per year (Parry, 2020). In fact, a panoply of reports detail the myriad of costs associated to crime including anticipatory, defensive and insurance costs; costs as a consequence of crime (health and victim services, loss of output, stolen and damaged property); and response costs (police and judiciary) (see Heeks et al., 2018 as an example).

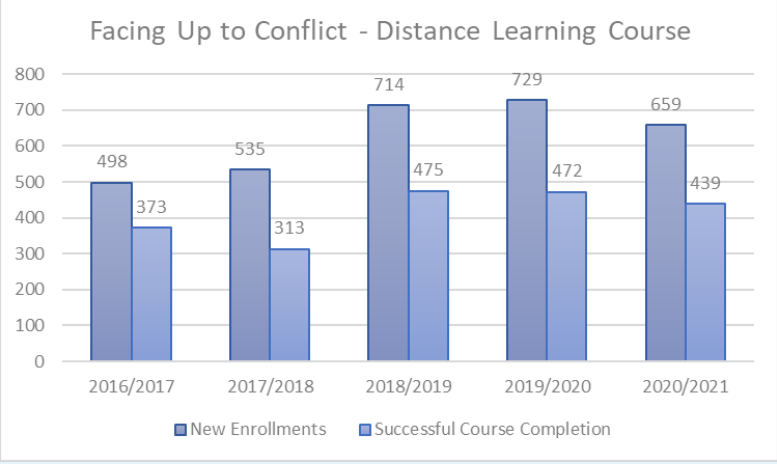
> **I truly believe that the course was the first step on my road to a life without using violence.**
>
> Feedback from prisoner, HMP Isle of Wight

OUR WORKSHOPS & COURSES IN 2020-2021

Our Impact

From April 2020 to the end of March 2021 (during COVID-19):

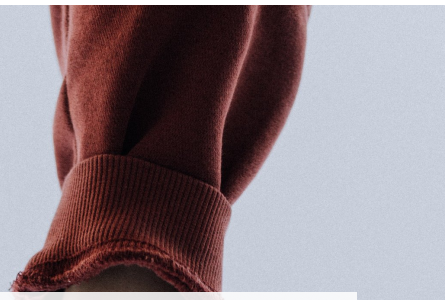
- We ran seven (7) Level 1 'Facing Up to Conflict' workshops online, with approximately 60 participants from a range of backgrounds successfully completing the course. [This represents a sharp decrease compared to our pre-Covid, face to face work; in 2019-2020 we ran 33 workshops across England, Scotland and Wales , with over 375 participants.]
- 26 out of the 60 participants who took part in the online workshops progressed on to the Level 2 workshop online, which we ran twice during the year.
- Three of the online workshops were offered in partnerships with Women Connect First, a charity supporting BAME women in Cardiff. It was run flexibly to a schedule that enabled young mothers to attend.
- We also ran 'Tackling Conflict', a self-paced online programme, supported by learner forums and weekly virtual seminars. We ran this course at Level 1 and at Level 2 during the year reaching a 70% completion rate (out of 43 participants who began the course).
- Our 'Facing Up to Conflict' Distance Learning Programme received applications from prisoners in around 70 prisons across England and Wales. 659 people enrolled on the course and 439 completed it successfully within the year.
- More than 95% of those who completed the course reported an improvement in their problem-solving skills, and stated that they would recommend the course to others.
- The 'Facing Up to Conflict' Distance Learning Programme was made available to the general public for the first time. Approximately 50 participants in the community completed the course.



It has been so interesting to dig into the reasons behind conflicts and anger. I have finally got the help that I have needed for so long.

Workshop Participant

AVP CO-CHAIR'S REPORT



Programming

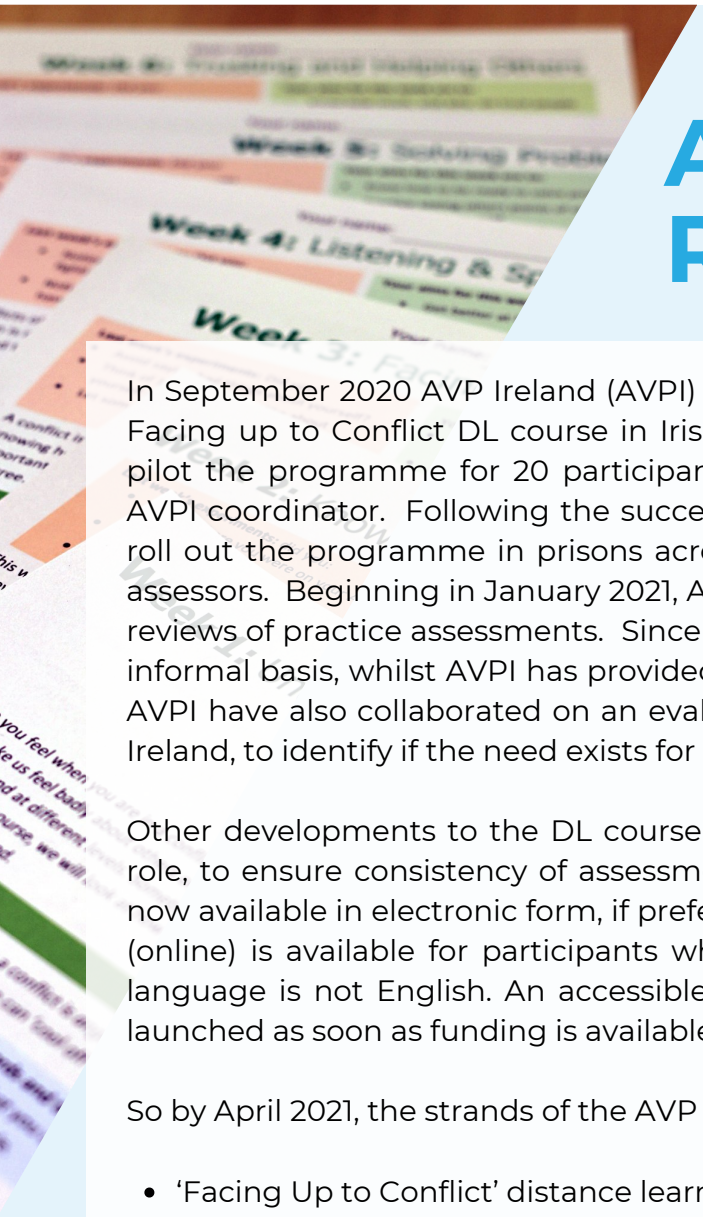
Change has been the order of the day for this past year, from April 2020 to March 2021.

To begin with the programme; from the onset of the first national lockdown due to Covid-19 in March we were able to run neither the face to face to workshops nor the Distance Learning programme. By May the 'Facing Up to Conflict' Distance Learning (DL) course was back up and running, although enrolments and completions remained much lower than usual for a while longer. From April the London/SE region began piloting stand alone online sessions to bring AVP facilitators together and to be a forum for skill-sharing in the, soon to be familiar, environment of 'Zoom'. At the same time, work began on moving our 'Facing Up to Conflict' workshops online. This proved to be quite a challenge and thanks are due to all the volunteers and staff who contributed to this key task.

In August and September the first pilot runs of the level 1 online workshop took place, one in Wales for a partner organisation and one run from London for a mixed intake of participants. The feedback from those courses was very positive. While there were some aspects of our traditional workshops that did not transfer well to a remote delivery, for example 'light and livelies', both facilitators and participants felt there were compensations and advantages to being online. The workshop evaluation reports are included as Appendix 1. Between October 2020 and March 2021 we ran a further five Level 1 Facing Up to Conflict workshops online, and two at Level 2.

In January 2021 work began on converting the Training for Facilitators workshop to an online format and this was delivered during March, successfully training 6 new potential facilitators, mostly recruited through the online workshops. These facilitators will undertake their apprenticeship in the online workshops and will undertake extra training if they would like to proceed to deliver face-to-face workshops in due course.

Between July and September the Distance Learning (DL) course began to grow again. Enrolments were far in excess of what we would normally expect, and completions were also high. Although word-of-mouth promotion was probably much reduced, staff were very helpful in some prisons with enrolling people and collecting packs. There was also some uptake of DL in the community, i.e outside of prisons, something we have been working towards for some time. Around 50 community participants took up the distance learning course between July and September, with very little extra marketing. Many thanks to our Distance Learning Coordinator and the team of assessors and other volunteers who supported the DL programme throughout this challenging time.



AVP CO-CHAIR'S REPORT

In September 2020 AVP Ireland (AVPI) approached us about the possibility of delivering the Facing up to Conflict DL course in Irish prisons during the pandemic. We helped them to pilot the programme for 20 participants, including providing full assessor training for the AVPI coordinator. Following the successful completion of the pilot, AVP Ireland decided to roll out the programme in prisons across the country, supported by their own coursework assessors. Beginning in January 2021, AVPB provided training to eight trainee assessors, plus reviews of practice assessments. Since then AVPB has continued to provide guidance on an informal basis, whilst AVPI has provided useful feedback on the training process. AVPB and AVPI have also collaborated on an evaluation of the programme in two women's prisons in Ireland, to identify if the need exists for a specific version of the course for female offenders.

Other developments to the DL course included the introduction of the assessor reviewer's role, to ensure consistency of assessments to participants. Levels 1 and 2 of the course are now available in electronic form, if preferred by community participants. One-to-one support (online) is available for participants who have difficulty reading, and for those whose first language is not English. An accessible version of Level 1 has been completed, and will be launched as soon as funding is available.

So by April 2021, the strands of the AVP Britain programme that were operative were:

- 'Facing Up to Conflict' distance learning six-week course: Level 1 and Level 2
- 'Facing Up to Conflict' workshops - delivered online: Level 1 and Level 2
- 'Tackling Conflict' self-paced online course: Level 1 and Level 2
- Training for Facilitators (T4F) online course.

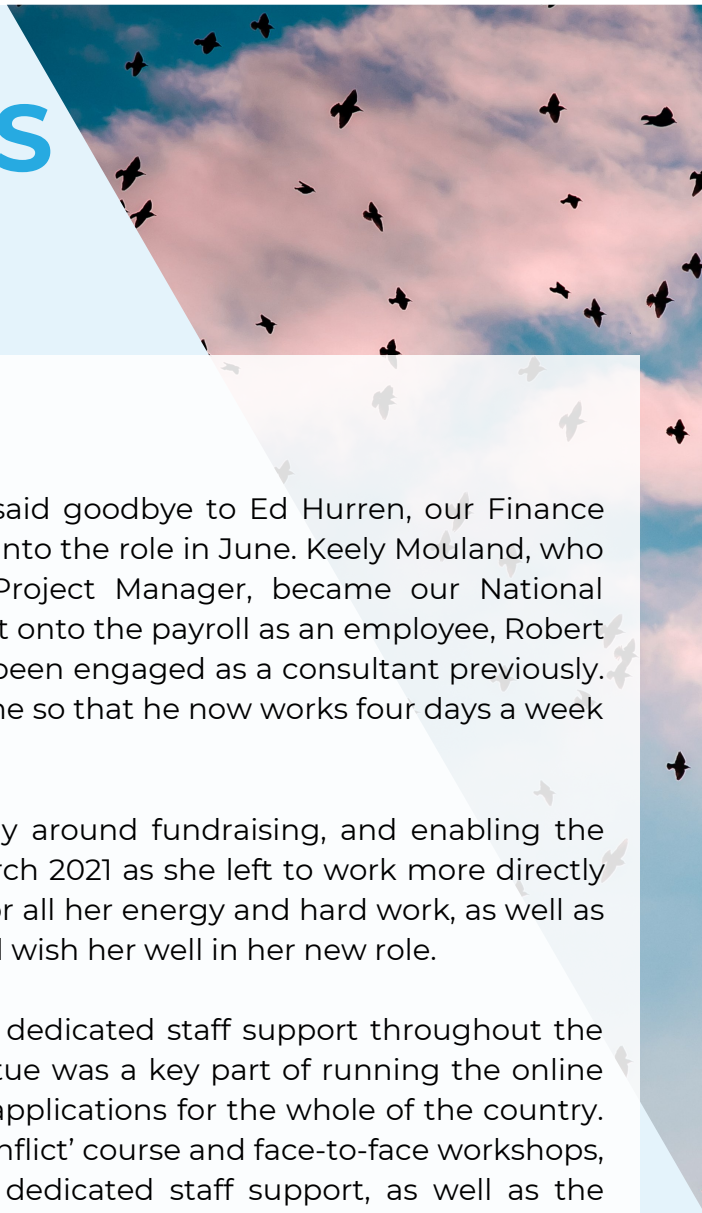
Please note: 'Facing Up to Conflict' is now the name for both AVPB basic workshops at Level 1 and 2 and also our Distance Learning course. 'Tackling Conflict', is a new course developed by AVP volunteers and now available through AVPB. It is for learners who want to work at their own pace online, supported by an online learner forum and online facilitated seminars. Thanks are due to the small volunteer team that worked to make this possible and successfully ran Tackling Conflict at Level 1 and 2 during the year.

A Big Thank You.....

...to all our volunteers for their generosity and dedication to AVP, without whom we couldn't operate. From committing to our work despite a challenging external environment, to embracing new technologies to ensure the continued delivery of our work - our volunteers have shown the same courage, resilience, and enthusiasm which we aim to inspire in our workshop participants.

We also thank all our donors, big and small, for trusting us with the resources needed to do our life-changing work.

AVP CO-CHAIR'S REPORT



Staffing

There were changes, too, in the area of staffing. We said goodbye to Ed Hurren, our Finance Officer of many years, and we welcomed Elaine Bright into the role in June. Keely Mouland, who was recruited in January 2020 as Fundraiser and Project Manager, became our National Coordinator in April on a new contract. We also brought onto the payroll as an employee, Robert Ordman, our Distance Learning coordinator, who had been engaged as a consultant previously. Robert's hours have been increased over a period of time so that he now works four days a week on the programme.

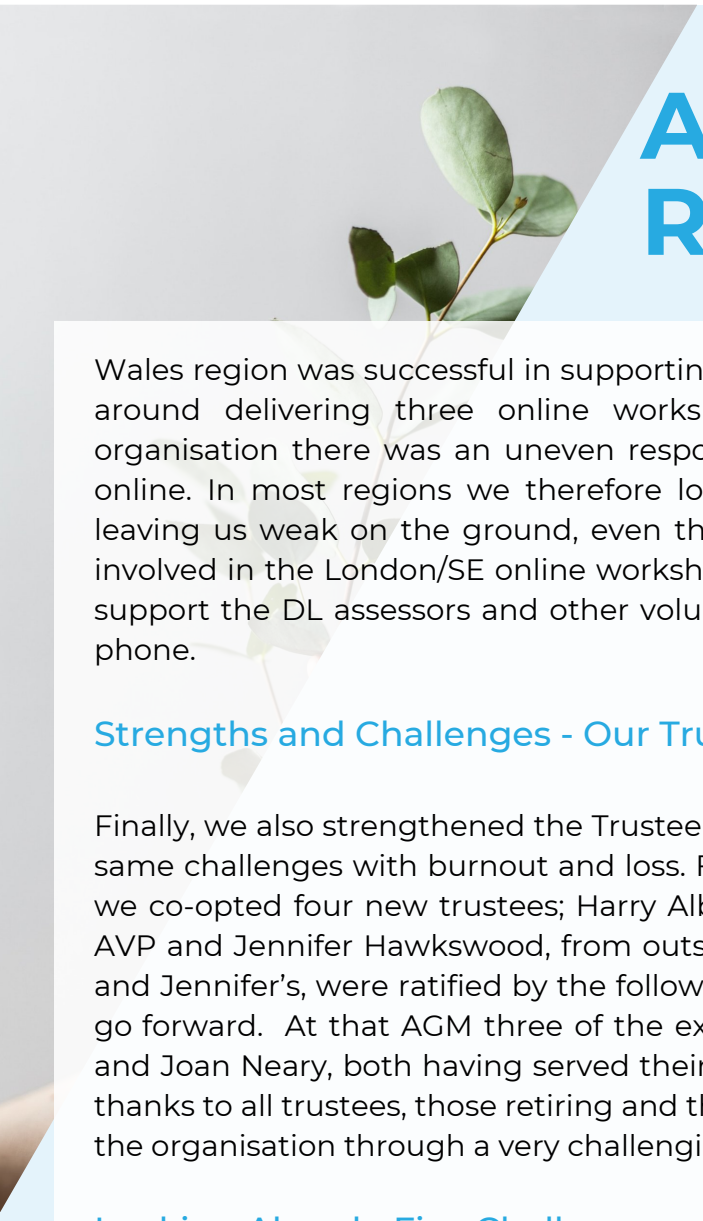
Then after fifteen months of sterling work, particularly around fundraising, and enabling the new online workshops, we lost Keely at the end of March 2021 as she left to work more directly with beneficiaries of another charity. We thank Keely for all her energy and hard work, as well as her enthusiasm under such difficult circumstances, and wish her well in her new role.

The London/SE region remained the only region with dedicated staff support throughout the period and, as London regional coordinator, Karen Virtue was a key part of running the online workshops which served the majority of referrals and applications for the whole of the country. We are taking onboard the lesson that the 'Tackling Conflict' course and face-to-face workshops, when we are ready to resume them, will also need dedicated staff support, as well as the volunteer input, if they are to achieve a sustainable profile capable of building.

Strengths and Challenges - Our Volunteers

We are a volunteer-led organisation and we want to say something here about the strengths and challenges of that in this last period. First, it is important to note that, as from the very beginning of AVPB, our volunteers are the mainstay of the organisation and we could not function without them. The facilitators for the workshops and the assessors for the Distance Learning programme are the backbone of the volunteering team. This has continued to be the case as we adapted to the pandemic situation. Around them are other vital volunteering roles, from regional committee members and treasurers to administrative and technical support; not forgetting our trustees of course, who are volunteers too.

It was a very intense year, in so many ways, and we became aware that a number of our volunteers were suffering or threatened with illness, stress and/or burnout. Keely recognised this and helped us to put in place some online resources to support volunteers. In addition, London/SE region responded with a regular monthly get-together of facilitators as a 'nurture group', online. The aims are to connect, support and inspire, to share ideas and news from around the AVP world, as well as to enjoy and celebrate community.



AVP CO-CHAIR'S REPORT

Wales region was successful in supporting and keeping together its team of volunteers, based around delivering three online workshops for a partner organisation. But across the organisation there was an uneven response from volunteers about the opportunity to work online. In most regions we therefore lost cohesion and struggled to hold teams together, leaving us weak on the ground, even though individual facilitators from many regions were involved in the London/SE online workshops. The distance learning programme continued to support the DL assessors and other volunteers with training meetings online and support by phone.

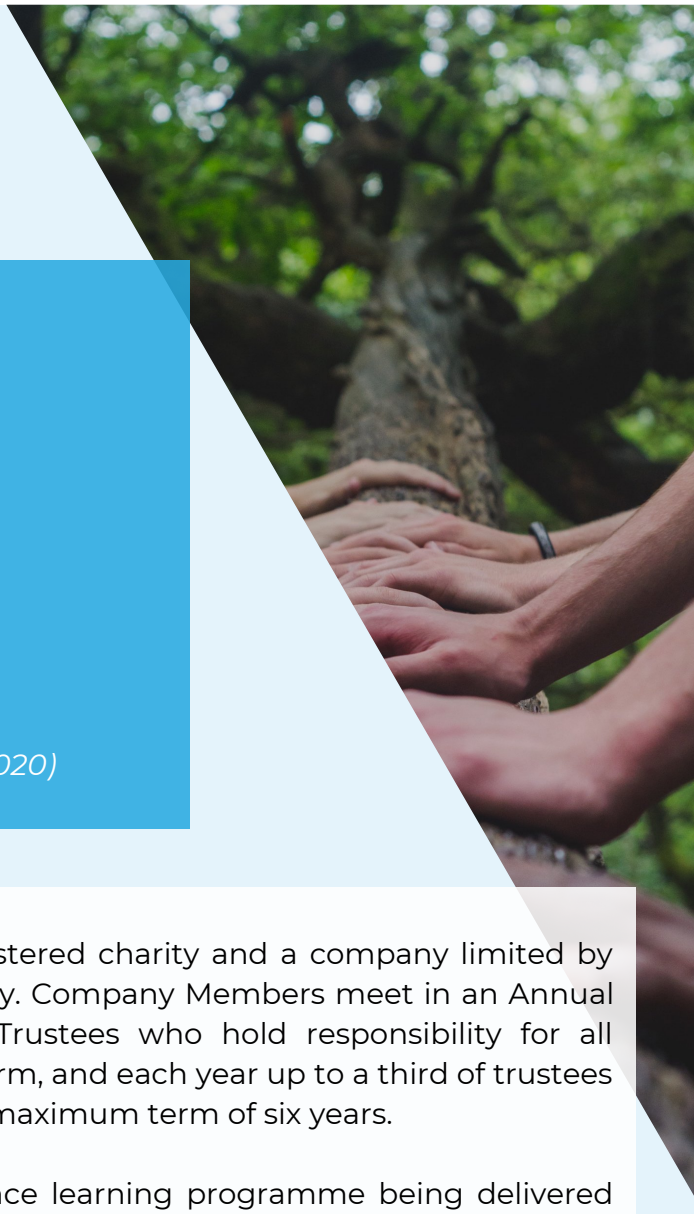
Strengths and Challenges - Our Trustees

Finally, we also strengthened the Trustee team during this year – and experienced some of the same challenges with burnout and loss. Following a skills audit to identify needs, in April 2020 we co-opted four new trustees; Harry Albright, John Ling and Stephen Charman from within AVP and Jennifer Hawkswood, from outside. Three of these appointments, Harry's, Stephen's and Jennifer's, were ratified by the following AGM in November 2020, but John decided not to go forward. At that AGM three of the existing Trustees stood down. They were Jane Harries and Joan Neary, both having served their maximum term, and Matthew Knight. A big vote of thanks to all trustees, those retiring and those staying, for their commitment in helping to steer the organisation through a very challenging year.

Looking Ahead - Five Challenges

- In all areas of the programme we need to improve our ongoing reflective evaluation. Feedback is being gathered consistently from participants and from facilitation teams. We need to make sure that this feedback is used to inform change in the programme.
- AVPB is run by and relies heavily on volunteers but too often we give insufficient support, encouragement or appreciation to them. We need to improve the induction, training and support for volunteers.
- There is also no central, reliable list of AVP volunteers, making it hard for any of us to communicate effectively with the relevant groups within AVPB or with 'everyone' when needed. We must refresh and reorganise the information we hold about volunteers into one simple system.
- We must find ways to re-instate face to face workshops in the face of regional weaknesses. When face to face work is possible again we will begin by re-creating a network of AVP local groups whose main function is to run AVP workshops in a particular locality or community.
- We need to employ national staff who can support the local groups with financing and publicising workshops, as well as with recruiting, training and supporting new AVP volunteers.

GOVERNANCE



2020-2021 Board

Co-Chair: Marie Walsh
Co-Chair: Stephen Charman
Company Secretary: Harry Albright
Treasurer: Colin Mallinson
Trustee: Alexandra (Sasha) Dzhuras
Trustee: Jennifer Hawkswood
Trustee: *John Ling (stepped down November 2020)*
Trustee: *Jane Harries (stepped down November 2020)*
Trustee: *Joan Neary (stepped down November 2020)*
Trustee: *Matthew Knight (stepped down November 2020)*

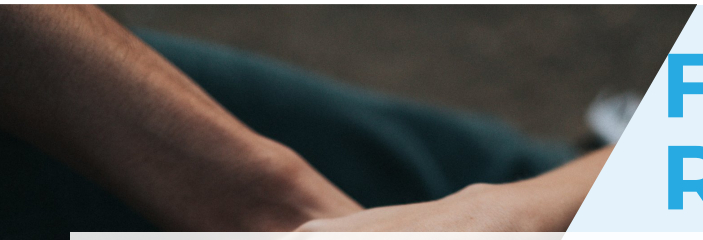
The Alternatives to Violence Project, Britain is a registered charity and a company limited by guarantee and is also registered in Scotland as charity. Company Members meet in an Annual General Meeting and elect between six and ten Trustees who hold responsibility for all governance matters. Trustees serve for a three year term, and each year up to a third of trustees stand down or may stand for re-election, subject to a maximum term of six years.

We are a volunteer-led organisation, with our distance learning programme being delivered from London and the programme of face-to-face workshops being organised locally. AVPB regions are semi-autonomous, they fundraise and organise their workshop programmes, whilst adhering to AVP's national policies and strategies. Two of the regions (Wales and London & the South East of England) now have a paid coordinator/development worker and this is our ambition for every region.



OUR PATRONS

- **Baroness Vivien Stern,** Crossbench Peer, House of Lords
- **Tim Newell,** Former Governor of Grendon and Spring Hill prisons, restorative justice practitioner, consultant and author



FINANCIAL REPORT 2020-2021

As in almost every sphere of contemporary life, the COVID pandemic has had a dramatic and widespread impact on our operations and resources. Regrettably, but perhaps inevitably, the year has seen a significant drop off in much of our regional activity as a consequence of lock-downs and the recurrent prohibitions on face-to-face contact. In an exception to earlier years, this is reflected in a significant increase in our income and a substantial decrease in our expenditure.

The 88% increase in income from grants and the 66% increase in the value of donations received year-on-year is testimony to the generosity of our funders and donors – as well as to the efforts of our hard-working fundraisers. However, a 75% decrease in our receipts from workshops and events demonstrates the impact on service delivery imposed by the pandemic. Specifically, (with last year's figures in brackets), it cost us £90,933 (£103,307) to run the organisation and deliver the programme, and we had an income of almost £109,000 (£85,000). Overall, 72% (50%) of our income came from grants, around 13% (10%) from donations, and just over 7% (34%) from workshop fees.

Challenges remain for the year ahead. For example, we are likely to face continuing disruption from the pandemic, and a significant proportion (over 50%) of our funds are restricted in terms of their application. And while we have funding available for two national members of staff (part-time) for the coming year, we need to continue to fundraise to consolidate both these posts in order to properly support the volunteer team. A great deal of work is currently under way by the AVPB Board on addressing these challenges.

We owe a huge debt of thanks to our key funders, this year the **Flapjack Trust, the Sacred Heart Foundation, the Moondance Foundation, the Allen Lane Foundation, the Weavers Company Benevolent Fund** and also to the regions who have supported the funding of the National Coordinator post during this year. As ever, we also gratefully acknowledge the many, many generous donations by individuals, Meetings of Friends and other groups, who continue to support our work, some of them on a regular monthly basis. Thank you!

We would like to thank our finance officer Elaine Bright who took over the books during 2020. Thanks are also due to Peter Davies for his work in examining the AVPB annual accounts.

Reserves

It is our policy to hold at least six months' operating costs in reserves to mitigate fluctuations in income. Trustees review this annually when they set the budget to ensure that the level of reserves held is appropriate and adequate.

Our key funders (over £5k) in 2020-2021 included:

- Flapjack Trust: £12,280
- Sacred Heart: £10,000
- Moondance: £7,000
- The Allen Lane Foundation: £6,786
- The Weavers' Company Benevolent Fund: £5,801

...Thank you!

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AMENDED ACCOUNTS

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT

Trustees:

Stephen Charman Chair
Colin Mallinson Treasurer
Alexandra Dzhuras-Dotta
Marie Walsh Co Chair
Harry Albright
Jennifer Hawkswood

Patrons: Baroness Vivien Stern
Sir Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31 MARCH 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2021

	Note	31/03/2021	31/03/2020
		£	£
Restricted Funds	7	43,997	25,157
Unrestricted Funds		52,518	52,473
		96,515	**77,630**
CURRENT ASSETS			
Bank Balances	6	98,335	77,616
Cash		-	14
Creditors	5	(1,819)	-
Net Current Assets		**96,516**	**77,630**
Current Liabilities	5		
		96,516	**77,630**

For the year ending 31/03/2021 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair

Stephen Charman

Date

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2021

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

I have completed my examination. In connection with my examination, the only matter which I would draw to your attention is the following:

During the year, the Scotland region of Alternatives to Violence Project ceased to operate and the final balance in its bank account was transferred to Central funds. A review of its bank statements shows that the closing balance at 31st March 2020 was £444 less than their fund balance shown in the consolidated accounts at that date. This amount has been written off in the accounts for the year ended 31st March 2021.

I confirm that no further material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 386 of the Companies Act 2006; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Peter Davies

Relevant professional qualification or body: FCA

Address: Can Y Mor, 92 Main Road, Ogmore By Sea, Vale of Glamorgan. CF32 0PW

Date: 2nd November 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2020 to 31/3/2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	2020 £
Incoming Resources					
Grants		19,800	59,301	79,101	42,090
Donations		8,268	5,873	14,141	8,504
Workshop/Event Receipts		7,766	-	7,766	29,465
Other Income		8,810	-	8,810	5,141
Total Incoming Resources		44,644	65,174	109,818	85,200
Resources Expended					
Direct Charitable Expenditure	2	35,964	42,618	78,582	95,222
Fundraising & Publicity	3	3,442	3,716	7,158	4,491
Governance	4	5,193	-	5,193	3,594
				0	
Total Resources Expended		44,599	46,334	90,933	103,307
Net Resources before Fund Transfers		45	18,840	18,885	(18,107)
Transfers between Regions					
Net Movement in Funds		45	18,840	18,885	(18,107)
Balances brought forward at 1 April 2020		52,473	25,157	77,630	95,737
Balances carried forward at 31 March 2021		52,518	43,997	96,515	77,630

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2021

1. ACCOUNTING POLICIES

1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is give in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. 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 to the UK and Republic of Ireland (FRS 102) issued 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice.

1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;
any performance conditions have been met or are fully within the control of the charity;
there is sufficient certainty that receipt of the income is considered probable; and
the amount can be measured reliably.

1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1.4 Fund accounting

Unrestricted general funds are feely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the shceme are charged to the Statement of Financial Activities in the year to which they relate.

1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

2. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Staff Costs/FUTC Admin	8,756	42,618	51,374
Workshop Costs	553		553
Annual Gathering			0

Office Rent & Services	18,405		18,405
Telephone, Postage & IT	3,944		3,944
Consultancy/OSCR Accreditation	120		120
Facilitator Training	718		718
Marketing			0
Travel			0
Printing & Stationery	2,813		2,813
Trustees	655		655
	35,964	**42,618**	**78,582**
3. FUNDRAISING			
Fundraising	3,442	3,716	**7,158**
4. GOVERNANCE			
Bookkeeping	4,593	0	4,593
Insurance	600	0	600
Other			0
	5,193	**0**	**5,193**
TOTALS	**44,599**	**46,334**	**90,933**

5	**Debtors/Prepayments**	**Creditors/Accruals**
Social Security Costs and Taxation	0	1,819
	0	**1,819**

6. BANK BALANCES		**Petty Cash**
Central	65,756	0
North East/East Midlands (NEEM)	0	
London & South East	5,330	
Scotland		
North West	7,115	
Midlands/Wales	16,907	
South West	3,226	
	98,335	**0**

7. GRANTS RECEIVED (over £5K)	
Flapjack Trust	12,280
Allen Lane Foundation	6,786
Weavers	5,801
Moondance	7,000
Sacred Heart	10,000
	41,867

8. TRUSTEES

Trustees receive no remuneration for their services.
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2020 - 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2020 - 2021

	NEEM Unrestricted	London/SE Unrestricted	Scotland Unrestricted	NW Unrestricted	Mid/Wales Unrestricted	Mid/Wales Restricted	SW Unrestricted	SW Restricted	Regions TOTAL Unrestricted	Regions TOTAL Restricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted	
Incoming Resources																
Grants		11,000			7,000			10,000	**18,000**	**10,000**	***28,000***	1,800	49,301	**19,800**	**59,301**	
Donations		1,822	653		468				**2,943**	**0**	***2,943***	5,326	5,873	**8,268**	**5,873**	
Workshop/Event Receipts		2,235		843	800				**3,878**	**0**	***3,878***	3,888		**7,766**	**0**	
Other Income	32		843		4				**879**	**0**	***879***	7,931	0	**8,810**	**0**	
									0							
Total Incoming Resources	**32**	**15,057**	**1,496**	**843**	**8,272**	**0**	**0**	**10,000**	**25,700**	**10,000**	***35,700***	**18,944**	**55,174**	**44,644**	**65,174**	109,818
Resources Expended																
Direct Charitable Expenditure		9,968	1,447	1,966	257				**13,638**	**0**	***13,638***	22,326	42,618	**35,963**	**42,618**	
Fundraising & Publicity					96				**96**	**0**	***96***	3,346	3,716	**3,442**	**3,716**	
Governance		435							**435**	**0**	***435***	4758	0	**5,193**	**0**	
									0							
Total Resources Expended	**0**	**10,403**	**1,447**	**1,966**	**353**	**0**	**0**	**0**	**14,169**	**0**	***14,169***	**30,430**	**46,334**	**44,598**	**46,334**	90,932
Net Resources before Transfer	32	4,654	49	(1,123)	7,919	0	0	10,000	11,531	10,000	*21,531*	(11,485)	8,840	46	18,840	
Contributions to other regions	(11,505)	(3,583)	(2,880)	(5,010)	(3,000)		(500)	(10,000)	**(26,478)**	**(10,000)**	***(36,478)***	26,478	10,000	**(0)**	**0**	
	0															
Net Movement in Funds	(11,473)	1,070	(2,832)	(6,133)	4,919	-	(500)	-	(14,949)	0	***(14,949)***	14,993	18,840	44	**18,840**	
Transfers between Funds																
Balances brought forward at 1 April 2020	11,473	4,260	2,832	13,248	11,813	175	3,726	-	**47,352**	**175**	***47,527***	5,121	24,982	**52,473**	**25,157**	
Balances carried forward at 31 March 2021	**0**	**5,330**	**0**	**7,115**	**16,732**	**175**	**3,226**	**0**	**32,404**	**175**	***32,579***	**20,114**	**43,822**	**52,518**	**43,997**	96,515

AMENDED ACCOUNTS

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Charities Commission Registered No 1085709
Scotland: SCO39287
Company limited by guarantee no 4127409
Registered Office: The Grayston Centre, 28 Charles Square, London N1 6HT

Trustees:

Stephen Charman Chair
Colin Mallinson Treasurer
Alexandra Dzhuras-Dotta
Marie Walsh Co Chair
Harry Albright
Jennifer Hawkswood

Patrons: Baroness Vivien Stern
Sir Tim Newell

REPORT AND ACCOUNTS

FOR THE YEAR ENDED

31 MARCH 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

BALANCE SHEET AS AT 31 MARCH 2021

	Note	31/03/2021	31/03/2020
		£	£
Restricted Funds	7	43,997	25,157
Unrestricted Funds		52,518	52,473
		96,515	**77,630**
CURRENT ASSETS			
Bank Balances	6	98,335	77,616
Cash		-	14
Creditors	5	(1,819)	-
Net Current Assets		**96,516**	**77,630**
Current Liabilities	5		
		96,516	**77,630**

For the year ending 31/03/2021 the company was entitled to exemption from audit under section 477of the Companies Act 2006 relating to small companies.

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

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.'

Chair

Stephen Charman

Date

Independent Examiner

I report on the accounts of the company for the year ended 31 March 2021

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 477 of the Companies Act 2006, and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

examine the accounts under section 477 of the 2006 Act;

to follow the procedures laid down in the general Directions given by the Charity Commission and

to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

I have completed my examination. In connection with my examination, the only matter which I would draw to your attention is the following:

During the year, the Scotland region of Alternatives to Violence Project ceased to operate and the final balance in its bank account was transferred to Central funds. A review of its bank statements shows that the closing balance at 31st March 2020 was £444 less than their fund balance shown in the consolidated accounts at that date. This amount has been written off in the accounts for the year ended 31st March 2021.

I confirm that no further material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

to keep accounting records in accordance with section 386 of the Companies Act 2006; and

to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Peter Davies

Relevant professional qualification or body: FCA

Address: Can Y Mor, 92 Main Road, Ogmore By Sea, Vale of Glamorgan. CF32 0PW

Date: 2nd November 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

STATEMENT OF FINANCIAL ACTIVITIES
For the period 1/4/2020 to 31/3/2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	2020 £
Incoming Resources					
Grants		19,800	59,301	79,101	42,090
Donations		8,268	5,873	14,141	8,504
Workshop/Event Receipts		7,766	-	7,766	29,465
Other Income		8,810	-	8,810	5,141
Total Incoming Resources		44,644	65,174	109,818	85,200
Resources Expended					
Direct Charitable Expenditure	2	35,964	42,618	78,582	95,222
Fundraising & Publicity	3	3,442	3,716	7,158	4,491
Governance	4	5,193	-	5,193	3,594
				0	
Total Resources Expended		44,599	46,334	90,933	103,307
Net Resources before Fund Transfers		45	18,840	18,885	(18,107)
Transfers between Regions					
Net Movement in Funds		45	18,840	18,885	(18,107)
Balances brought forward at 1 April 2020		52,473	25,157	77,630	95,737
Balances carried forward at 31 March 2021		52,518	43,997	96,515	77,630

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 MARCH 2021

1. ACCOUNTING POLICIES

1.1 General Information and basis of accounting

Alternative to Violence Project Britain Limited is a registered charity (no. 1085709) and a private company (no. 04127409) limited by guarantee, registered in England and Wales. Each member is liable to contribute an amount not exceeding £10 in the event of the charitable company being wound up. The registered office is give in the reference and administrative details on Page 1.

The charity constitutes a public benefit entity as defined by FRS 102. 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 to the UK and Republic of Ireland (FRS 102) issued 16 July 2014 (as updated through Update Bulletin 1 published on 2 February 2016), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, The Companies Act 2006 and UK Generally Accepted Accounting Practice.

1.2 Income recognition

Items of income are recognised in the financial statements when all of the following criteria are met:

The Charity has entitlement to the funds;
any performance conditions have been met or are fully within the control of the charity;
there is sufficient certainty that receipt of the income is considered probable; and
the amount can be measured reliably.

1.3 Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make payment to a third party, it is probable that settlement will be required and the amount can be measured reliably

Expenditure includes those costs of a direct nature which can be allocated to a specific activity. It also includes indirect costs, including governance costs that do not relate to a specific activity but are necessary to support those activities. Support costs are apportioned to each activity on the basis of staff time.

1.4 Fund accounting

Unrestricted general funds are feely available for use in furtherance of the objects of the charity and which have not been designated for particular purposes.

Designated funds are unrestricted funds set aside by the trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor or which have been raised for a specific purpose.

1.5 Pensions

The charity operates a defined contribution pension scheme. Contributions payable under the shceme are charged to the Statement of Financial Activities in the year to which they relate.

1.6 Taxation

As Alternatives to Violence Project Britain is a registered charity, the results of its normal activities are not liable to income tax or corporation tax

2. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
Staff Costs/FUTC Admin	8,756	42,618	51,374
Workshop Costs	553		553
Annual Gathering			0

Office Rent & Services	18,405		18,405
Telephone, Postage & IT	3,944		3,944
Consultancy/OSCR Accreditation	120		120
Facilitator Training	718		718
Marketing			0
Travel			0
Printing & Stationery	2,813		2,813
Trustees	655		655
	35,964	**42,618**	**78,582**
3. FUNDRAISING			
Fundraising	3,442	3,716	**7,158**
4. GOVERNANCE			
Bookkeeping	4,593	0	4,593
Insurance	600	0	600
Other			0
	5,193	**0**	**5,193**
TOTALS	**44,599**	**46,334**	**90,933**

5	**Debtors/Prepayments**	**Creditors/Accruals**
Social Security Costs and Taxation	0	1,819
	0	**1,819**

6. BANK BALANCES		**Petty Cash**
Central	65,756	0
North East/East Midlands (NEEM)	0	
London & South East	5,330	
Scotland		
North West	7,115	
Midlands/Wales	16,907	
South West	3,226	
	98,335	**0**

7. GRANTS RECEIVED (over £5K)	
Flapjack Trust	12,280
Allen Lane Foundation	6,786
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	41,867

8. TRUSTEES

Trustees receive no remuneration for their services.
They are reimbursed (upon claim) for expenses of travel to meetings and workshops.

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2020 - 2021

ALTERNATIVES TO VIOLENCE PROJECT, BRITAIN

Regional Results 2020 - 2021

	NEEM Unrestricted	London/SE Unrestricted	Scotland Unrestricted	NW Unrestricted	Mid/Wales Unrestricted	Mid/Wales Restricted	SW Unrestricted	SW Restricted	Regions TOTAL Unrestricted	Regions TOTAL Restricted	TOTAL	Central Unrestricted	Central Restricted	TOTAL Unrestricted	TOTAL Restricted	
Incoming Resources																
Grants		11,000			7,000			10,000	**18,000**	**10,000**	***28,000***	1,800	49,301	**19,800**	**59,301**	
Donations		1,822	653		468				**2,943**	**0**	***2,943***	5,326	5,873	**8,268**	**5,873**	
Workshop/Event Receipts		2,235		843	800				**3,878**	**0**	***3,878***	3,888		**7,766**	**0**	
Other Income	32		843		4				**879**	**0**	***879***	7,931	0	**8,810**	**0**	
									0							
Total Incoming Resources	**32**	**15,057**	**1,496**	**843**	**8,272**	**0**	**0**	**10,000**	**25,700**	**10,000**	***35,700***	**18,944**	**55,174**	**44,644**	**65,174**	109,818
Resources Expended																
Direct Charitable Expenditure		9,968	1,447	1,966	257				**13,638**	**0**	***13,638***	22,326	42,618	**35,963**	**42,618**	
Fundraising & Publicity					96				**96**	**0**	***96***	3,346	3,716	**3,442**	**3,716**	
Governance		435							**435**	**0**	***435***	4758	0	**5,193**	**0**	
									0							
Total Resources Expended	**0**	**10,403**	**1,447**	**1,966**	**353**	**0**	**0**	**0**	**14,169**	**0**	***14,169***	**30,430**	**46,334**	**44,598**	**46,334**	90,932
Net Resources before Transfer	32	4,654	49	(1,123)	7,919	0	0	10,000	11,531	10,000	*21,531*	(11,485)	8,840	46	18,840	
Contributions to other regions	(11,505)	(3,583)	(2,880)	(5,010)	(3,000)		(500)	(10,000)	**(26,478)**	**(10,000)**	***(36,478)***	26,478	10,000	**(0)**	**0**	
	0															
Net Movement in Funds	(11,473)	1,070	(2,832)	(6,133)	4,919	-	(500)	-	(14,949)	0	***(14,949)***	14,993	18,840	44	**18,840**	
Transfers between Funds																
Balances brought forward at 1 April 2020	11,473	4,260	2,832	13,248	11,813	175	3,726	-	**47,352**	**175**	***47,527***	5,121	24,982	**52,473**	**25,157**	
Balances carried forward at 31 March 2021	**0**	**5,330**	**0**	**7,115**	**16,732**	**175**	**3,226**	**0**	**32,404**	**175**	***32,579***	**20,114**	**43,822**	**52,518**	**43,997**	96,515