

**S.H.E UK (SUPPORTING; HEALING; EDUCATING)**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**



## S.H.E UK (SUPPORTING; HEALING; EDUCATING)

### CHARITY INFORMATION

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#### Trustees

Ms Jacqueline Anne Lewis  
Miss Jennifer Lewis  
Mrs Kate Drake  
Ms Gillian Alexander  
Mr Russell Jays  
Dr Melanie Jordan

#### Charity Registration Number

1086697

#### Registered Office

1 Byron Street  
Mansfield  
Nottinghamshire  
NG18 5NX

#### Accountants and Independent Examiners

Stopford Associates Limited  
Synergy House  
7 Acorn Business Park  
Commercial Gate  
Mansfield  
Notts  
NG18 1EX

#### Bankers

TSB Bank Plc  
37 Castlegate  
Newark  
Nottinghamshire  
NG24 1BD

# S.H.E UK (SUPPORTING; HEALING; EDUCATING)

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## **S.H.E UK (SUPPORTING; HEALING; EDUCATING)**

### **TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2021**

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The Trustees present their report and accounts for the year ended 31 March 2021.

#### **Chair Report**

Welcome to the SHE UK annual report.

This year has been a year of significant change for our charity not least due to the global pandemic, a major change in the government funding structures and some changes of our own, but SHE UK has continued to provide essential services to survivors and I firstly would like to say a huge THANK YOU to all of the amazing team of staff and volunteers for the care and dedication you have shown this year.

As we started the new financial year we were in the early stages of the pandemic and in our first national lockdown and this meant we needed to change and adapt our services to ensure we could continue to support survivors remotely. Our She-oes lounge moved online and after trying a few different things, the team found a way to make it work and our evaluative need therapy also moved online. Our team were amazing, adapting and learning to use new technologies, which for some was quite a challenge for them in itself and finding new ways to help each other through the tough times we all faced through the lockdown period.

Fundraising has been incredibly challenging on many fronts this year. The pandemic led to a reduction in physical fundraising activities and in addition the government funding which we have historically accessed has been restructured which has led to a reduction in the funds available for us to apply for. We continue to be incredibly grateful to all the organisations which fund us and to individuals who fundraise for us, your support is so critical to ensuring we can keep delivering our unique services for survivors in the Mansfield area.

Since the end of our financial year we have also seen a change in the leadership of our charity and I would like to take this opportunity to say a very warm welcome to our new Chief Executive, Lisa Lenton. Lisa brings with her lots of experience working in the charity sector and brings a huge amount of energy and enthusiasm and the trustees and I are looking forward to working with her.

We are incredibly fortunate that our outgoing Chief Executive, Nicci Robinson, is going to continue to work with us at SHE UK and will remain part of our organisation, albeit in a different role that also enables her to pursue her own ventures. Nicci's contribution to SHE UK in her time with us has been amazing and on behalf of all the trustees I would like to say a huge THANK YOU to Nicci for all her hard work in her time as Chief Executive and we look forward to continuing to work with her in future.

Kate Drake  
Chair of Trustees,  
S.H.E. UK

## **S.H.E UK (SUPPORTING; HEALING; EDUCATING)**

### **TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021**

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#### **Governing Document**

The charity is governed by the rules contained within its constitution adopted 4 May 2000 and amended 6 February 2014 and 30 April 2019.

#### **Aims and Objectives**

The principal objectives of the charity are:

To relieve the distress of child victims and adult survivors of incest or childhood sexual abuse, including rape, through a range of services including but not limited to, a variety of therapeutic interventions, drop ins, adult learning courses and mentoring support.

To relieve the distress of the families of child victims and adult survivors of incest or childhood sexual abuse, through a range of services including but not limited to, a variety of therapeutic interventions, support sessions and befriending support.

To advance the education and awareness of the long term personal and social implications and effect of incest and childhood sexual abuse, through training and conference delivery for health, social care, wellbeing and education providers (not exhaustive list).

SHE UK is a Nottinghamshire based charity that has been serving victims of childhood sexual abuse, sexual violence, and rape since 1998. We are dedicated to the improvement of lives affected by these heinous crimes and provide a holistic range of support aimed at improving the physical, psychological, emotional, social health and wellbeing of survivors, and their non-abusing family, friends and support system. We address the wide range of devastating and long term effects of this abuse, and help successful re-integration into society; and provide a range of workshops, training courses, and conferences for professionals and the public.

Our key aims are:

- 1) Empower victims of CSA to rebuild themselves, and facilitate their construction of a new reality, fully integrated into their community.
- 2) Educate health and other professionals to treat victims of CSA sensitively, with respect and without prejudice.

The key outcomes we work towards are:

- 1) Reduced isolation & increased engagement for survivors and victims.
- 2) Increased self-esteem & self-confidence.
- 3) Improvement in social, emotional, psychological health and wellbeing.
- 4) Increased number of survivors and victims entering work, college & volunteering opportunities.
- 5) Increased public understanding & knowledge, working towards reducing stigma, misconceptions, & prejudice.

#### **Risk statement**

Any major risks identified by the Trustees have been reviewed and systems established to mitigate those risks.

#### **Trustees**

Power to appoint and remove trustees rests with the trustees in general meeting. Trustees are elected through word of mouth, NAVO, NCVS, Newark & Sherwood CVS or paper application; informal interview; board interview.

The trustees in office during the period under review were as follows:

Ms Jacqueline Anne Lewis  
Miss Jennifer Lewis  
Mrs Kate Drake  
Ms Gillian Alexander  
Mr Russell Jays  
Dr Melanie Jordan

#### **Summary of the main activities undertaken for the public benefit**

Our charity works for adult survivors of serious sexual assault and historic childhood sexual abuse (CSA) victims. We deliver a wide variety of activities, groups and facilities identified by the needs of the survivors who come to us. Everything we deliver is free of charge and there is no limit to our support (though we aim for a two year engagement plan). These include: Evaluative-need therapy (time unlimited counselling with a single therapist) delivered by fully qualified and trainee counsellors; a Lounge service; crisis support; craft workshops; adult learning courses; creative therapy; personal development courses; telephone & digital support; signposting to support with childcare, transport, benefits, housing & advocacy; emotional holding for police disclosure and court proceedings; volunteering opportunities including working on our training and conference packages.



## S.H.E UK (SUPPORTING; HEALING; EDUCATING)

### TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

#### Summary of the main activities undertaken for the public benefit (continued)

The approach of our organisation is unique in Nottinghamshire – we address the social, physical, psychological, and emotional needs of each survivor. Whilst most agencies focus on short term counselling, our holistic processes take into account the whole person. From the moment a survivor accesses our services, they are taken into a therapeutic community that builds around their individual need; they have the guidance and support of a qualified and experienced therapist for the duration of their healing journey; and they have practical support in the other areas of their life in which they might be struggling (work, housing, benefits, family etc.). We work with victims who present as unable to sustain a therapeutic relationship, due to chaotic lifestyle and substance abuses. Through their engagement with our pre-therapy, crisis and trauma work, they stabilise and are able to access our evaluative-need therapy to fully address their past. We have an innovative and unique approach to the long term physical, mental, psychological and social health issues for adult survivors of CSA, sexual assault and rape, where interventions are client responsive and individually tailored to the needs of each survivor. Our services are utilised in a pioneering way to unpick the long term effects of these abuses, enabling the survivor to embark on their healing journey. The ultimate goal is for them to become a contributing member to the survivors' community and to wider society as a whole, having been equipped with the right tools to cope and recover from their experiences.

#### Summary of achievements during the period

Achievements during the period are given in the Operations Management report.

#### Other information

We'd like to thank our dedicated team of paid and unpaid staff. We've had a particularly tough year, but everyone has stayed strong and committed to the charity. The difference that has made to both the organisation and its service users is huge and cannot be underestimated. We've built an extraordinary team over the past few years, and the charity will be able to grow because of it.

#### The charity's policy on reserves

SHE UK will aim to hold reserves of £25,000 which is approximately three months' worth of operating expenses which will be held in a reserves account separate to the current account.

The trustees will monitor the value of reserves held at board meetings and will govern the use of reserves. Any use of reserve funds will therefore require a proposal for use including amount and rationale and approval of a minimum of two board members prior to funds being withdrawn from the reserve account.

Reserves may be used in the following situations (or other situations at the discretion of the trustees):

- a) The risk of unforeseen emergency or other unexpected need for funds, eg an unexpected large repair bill or finding 'seed-funding' for an urgent project.
- b) Covering unforeseen day-to-day operational costs, eg employing temporary staff to cover a long-term sick absence.
- c) A source of income, eg a grant, not being renewed. Funds might be needed to give the trustees time to take action if income falls below expectations.
- d) Planned commitments, or designations, that cannot be met by future income alone, eg plans for a major asset purchase or to a significant project that requires the charity to provide 'matched funding'.
- e) The need to fund short-term deficits in a cash budget, eg money may need to be spent before a funding grant is received.

The reserves policy will be reviewed annually at the start of each new financial year and updated as required.

On Behalf of the Trustees:

  
Chair

  
Date

## S.H.E UK (SUPPORTING; HEALING; EDUCATING)

### OPERATIONS MANAGEMENT REPORT FOR THE YEAR ENDED 31 MARCH 2021

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This past year has been one of the most challenging years for the whole world, and we've been caught up in that. We've seen a rise in anxiety and depression as people have tried to navigate the horrendous Covid 19 virus. However, we like to view our challenges as opportunities for growth, and this year has given us plenty of that. Originally a completely face-to-face service, we had to adapt our working practices and established our services online. Initially, this was challenging as people were not equipped for online working, either through lack of technology or limited IT knowledge. However, through hard work and commitment, staff and service users have managed to stay connected. This caused us to review our services for the future, and we recognised that online working was an essential method of service delivery and we will continue to deliver remote services when the pandemic has subsided. It helps us to reach out to those who are still vulnerable but have no means of travel to our building, people who have debilitating disabilities, who cannot leave the house or who live in rural areas and have no means of transport. We have responded to the global pandemic by piloting and establishing new methods of engagement with our clients.

In June 2020, we welcomed Peri to our Lounge team as the Creative Support Worker. Peri supported service users to get in touch with their artistic side, and we did some artwork based around a coat of arms, star signs, name meanings, and favourite quotes. Each week, Peri would start by getting the clients to close their eyes and do small drawings which would break the ice and make everyone giggle. Creative sessions online has been particularly difficult as there are so many different personalities, but it's still been a huge success in giving our clients a new and healthy coping strategy.

Some feedback from Peri:

*"The creative work that I've facilitated at SHE UK has been inspiring and fulfilling. Seeing the service users explore their creative abilities in a freeing and joyous way instils a feeling of pride for the work that my colleagues and I do. When I introduced creative sessions into the Lounges, most of the service users said they weren't creative or were "bad" at art. However, once they felt comfortable and were having fun with their peers, they made extraordinary creations that had a lot of depth and emotion. I'm so proud of each and every one of the individuals at this wonderful charity for opening up a part of themselves that they may have not discovered and making beautiful art. This is the best job I've ever had, and I wouldn't trade it for the world."*

In July 2020 we piloted a new telephone support service for those service users who were on the waiting list for therapy. The pandemic was increasing anxiety and the need for support. Management staff were struggling to keep on top of supporting those on the waiting list due to a demanding workload. We decided to create a position dedicated to supporting those on the waiting list, offering emotional practical support and sign posting to enable the service user to cope in the present. It's been a huge success with many individuals stating that it has been a lifeline for them. Initially run by two members of staff, Paula has now taken a solo role. It quickly became clear that this was an essential part of our service delivery and we've committed to continue it even when the pandemic has subsided. When people access our services, it's not because they need support in six months' time, they need it now and this telephone service makes that possible.

Quotes from service users accessing this service:

*"Having someone who listens and understands my mental health problems is just what I needed."*

*"The calls have made a world of difference to me; I look forward to them as I live alone."*

*"I feel we have built a good relationship. Having someone to talk to about my anxieties has made me feel better."*

In October, we restarted our self-development courses in the Lounges after pausing them whilst service users learned to deal with and cope in the pandemic. Restarting our courses online has been brilliant for the service users and has ensured that, despite the pandemic, they are still working towards their goals and development. The courses have been so important to service users with people attending regularly and gaining so much understanding and self-compassion.

Our therapy service continues to go from strength to strength, and we've been very fortunate to gain some wonderful counselling trainees onto our placement program. We've also retained many of our now-qualified counsellors, which is really positive. Our volunteers are the beating heart of the charity and we wouldn't be able to offer any of our amazing services without them.

Moving forward, our next challenge is getting back to face-to-face services safely. This will be harder for the Lounge due to limited room in our Mansfield headquarters. However, we have no fear that our staff team will work tirelessly to make sure we support the service users and each other to make this happen safely.

More quotes from people who have used our services:

*"Attending the lounges has allowed me to create healthy relationships with people, and it's also nice to be in a room with people who understand. We don't talk about our abuse in the Lounges, but we all know that's why we're there, and it's so nice to not feel alone."*

*"It's nice to know I'm not alone, and I've learned so much about complex trauma from people sharing their experiences and from the courses offered. They go much more in depth than treatment I've had before. There's a relief from understanding why some reactions and triggers are evolved from."*

*"I have learned that it is okay to be myself and with being around other people that know how I feel and accept me has massively impacted the way I make connections now."*



## S.H.E UK (SUPPORTING; HEALING; EDUCATING)

### OPERATIONS MANAGEMENT REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

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*"For me, counselling with my therapist has been a lifeline. I have tried other specialist therapists who commit only to short blocks of therapy and I have not made significant progress. I am in my forties and had not understood how the abuse I had suffered as a child had affected every area of my life and every single relationship and connection. Having my therapist to support me on my journey and her commitment of two years has been transformative for me. I have felt able to embrace the self-healing journey knowing that my therapist wasn't going to abandon me eight weeks in. Having felt complete despair and hopelessness, I do feel hopeful that I can have a happier future, repair some of the relationships, and accept what has happened to me. I am learning that I will always need to develop these skills and stay on this path of self compassion. I need to keep going on my journey using the launch pad that my therapist has given me through our therapy sessions."*

Quotes from our staff team:

*"All the SHE staff team have been determined to continue offering vital support and counselling to our service users despite all the challenges of distance communication and technology new to many of us. It has been a privilege to build confidence, get to know and offer reassurance and practical support to so many people who feel vulnerable, forgotten, threatened, or helpless, especially in these unprecedented times."*  
(Paula)

*"By August last year we had worked through the main challenges of working online, so I think we have all worked really well as a team in such challenging circumstances. This includes staff supporting each other and service users and staff working together to make the most of the circumstances we are in. I am proud of how well we manage this ."* (Jill)

In July one of our service users braved the shave to raise money for our charity and ended up raising over £700. This was an amazing and empowering thing to be part of, and the service user really did us proud.

Once again I feel proud to be part of such a dedicated charity. We're extremely lucky to have a committed staff team who strive to offer the best support to our service users. I'm proud that we are able to provide long-term and service user-led support services as we know that that's what is needed for our survivors. I feel honoured to watch our service users heal and recognise their worth. Thank you to all those who make this possible.

Let's keep up our amazing work.

Rachael Cumberland,  
Operations Manager



## S.H.E UK (SUPPORTING; HEALING; EDUCATING)

### OPERATIONS MANAGEMENT REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

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#### Total service users to date

Gender	No.
Female	1048
Male	62
Transgender	2
Active service users in this period	108
New referrals in this period	52
Average age of	38

#### Sexual violence by type from referrals in period April 2020 – March 2021

Referral reason	% Split
Survivor	75.00%
Adult rape	21.20%
Other	3.80%

#### Referral sources for Active service users

Active service users referral source	% split
Self-referral	52.80%
Friends/family	0.90%
Domestic violence	10.20%
Local Authority	3.70%
SARCS	0.90%
Social Care	1.90%
Housing	1.90%
NHS	3.70%
Mental health trust	8.30%
Sexual violence services	8.30%
Probation	0.90%
Education	1.90%
CAMHS	0.90%
Other voluntary services	2.80%
Other	0.90%

#### Religious background for active service users

Religion	% Split
Agnostic	1.90%
Atheist	53.70%
Buddhism	0.90%
Catholic	2.80%
Christian	26.90%
Islam/Muslim	0.90%
Not disclosed	0.90%
Other	10.20%

# INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES OF S.H.E UK (SUPPORTING; HEALING; EDUCATING)

FOR THE YEAR ENDED 31 MARCH 2021

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I report on the accounts of the company for the year ended 31 March 2021 which are set out on pages 9 to 11.

## 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 charity's accounts carried out under section 145 of the 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 examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2 the accounts do not accord with those records.

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.



Phillip Nicholson  
Stopford Associates Ltd

Chartered Accountants  
Registered Auditors

Date 19 January 2022

Synergy House  
7 Acorn Business Park  
Commercial Gate  
Mansfield  
Notts NG18 1EX

# S.H.E UK (SUPPORTING; HEALING; EDUCATING)

## RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
<b>Receipts</b>				
Bank Interest	67		67	103
Book Sales				25
consultancy fees	1,335		1,335	
Donations	8,033		8,033	10,340
Fundraising	165		165	2,178
Grants	119,556	118,051	237,607	91,987
Shop sales	78		78	1,449
Counselling fees	2,585		2,585	1,375
Craft sales & table rent				454
Sundry Income				40
Supervision Fees				1,235
<b>Total receipts</b>	<b>131,818</b>	<b>118,051</b>	<b>249,869</b>	<b>109,186</b>
<b>Payments</b>				
Audit & Accountancy & Admin	951		951	918
Counselling Fees	50		50	
Covid Homeworking	8,692		8,692	
Covid Office Expenses	1,419		1,419	
Equipment Repairs & Renewals	2,824		2,824	164
Goods and services				649
Hospitality	1,549		1,549	235
Insurance	3,097		3,097	1,696
Office equipment & Consumables	18,559		18,559	1,219
Professional Fees	12,723		12,723	1,631
Publications & Subscriptions	2,026		2,026	499
Publicity & Fundraising Costs				75
Rent & Rates	7,550		7,550	7,467
Room Hire	210		210	1,183
Salary & NI	2,786	118,051	120,837	91,081
Staff Expenses	49		49	205
Staff Training	2,232		2,232	880
Stationery and office supplies	409		409	301
Sundry	290		290	
Supervision	4,075		4,075	2,750
Telephone, Post & Internet	1,946		1,946	1,380
Travel Expenses	177		177	728
Utilities	1,107		1,107	2,352
Volunteer Expenses				1,614
<b>Total payments</b>	<b>72,721</b>	<b>118,051</b>	<b>190,771</b>	<b>117,027</b>
<b>Net receipts/(payments)</b>	<b>59,098</b>		<b>59,098</b>	<b>(7,841)</b>
<b>Cash resources at start of period</b>	<b>19,214</b>		<b>19,214</b>	<b>27,055</b>
<b>Cash resources at end of period</b>	<b>78,312</b>		<b>78,312</b>	<b>19,214</b>



# S.H.E UK (SUPPORTING; HEALING; EDUCATING)

## STATEMENT OF ASSETS AND LIABILITIES AS AT 31 MARCH 2021

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
<b>Cash assets</b>				
Current account	52,624	-	52,624	7,608
Deposit account	25,245	-	25,245	11,164
Cash in hand	442	-	442	442
	<u>78,312</u>	<u>-</u>	<u>78,312</u>	<u>19,214</u>

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
<b>Other monetary assets</b>				
Invoiced debtors - Nottinghamshire County Council		-		9,705

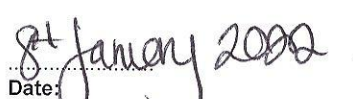
### Assets retained for the charity's own use

Various office equipment comprising desktop computers, laptops and office furniture purchased between 2009 and 2021 totalling £26,150, at cost.

	Note	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
<b>Liabilities</b>					
Creditors	3	3,149	-	3,149	1,757

The financial statements were approved by the trustees on:

  
Chair

  
Date: 8th January 2022

# S.H.E UK (SUPPORTING; HEALING; EDUCATING)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

### 1 Accounting Policies

#### Accounting Convention

The financial statements have been prepared on the receipts and payments basis.

Income and expenditure is recognised and recorded when incurred.

	2021	2020
	Unrestricted Funds	Restricted Funds
	£	£
<b>2 Grants received</b>		
The Peoples Health Trust	20,396	
Boots Charitable Trust	10,000	
Lloyds TSB Foundation	33,000	
MIND		1,783
Coalfields Regeneration Trust	11,306	
Ministry of Justice - Rape Support Fund		75,264
Nottinghamshire Freemasons	1,250	
Nottinghamshire County Council	9,705	12,940
The Thomas Farr Charity		2,000
The Souter Trust	3,000	
Charities Aid Foundation	3,064	
Nottinghamshire Police & Crime Commissioner		79,467
Nottinghamshire Police & Crime Commissioner [Covid]		38,584
The Jones 1986 Charitable Trust	5,000	
Mansfield District Council - Covid Business Grant	10,000	
Nottinghamshire County Council - Covid	3064	
National Lottery	9,771	
	<hr/>	<hr/>
	119,556	118,051
		91,987

	2021	2020
	Total	Total
	£	£
<b>3 Creditors</b>		
PAYE Payment	2,685	1,405
Pension creditor	463	352
	<hr/>	<hr/>
	3,149	1,757

### 4 Trustees

The Trustees received no remuneration during the year.

The Trustees received no expenses during the year.

### 5 Restricted funds

Grants received from the Nottinghamshire Police and Crime Commissioner in respect of the Female Rape Support Fund are used to support female survivors only.