

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

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



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

CHARITY INFORMATION

Trustees

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

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)

CONTENTS

Trustees report	1 - 3
Senior Management reports	4 - 7
Independent Examiners Report	8
Receipts and Payments Account	9
Statement of Assets and Liabilities	10
Notes to the financial statements	11 - 12

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

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report and accounts for the year ended 31 March 2022.

Chair Report

Welcome to the SHE UK annual report.

First of all, I would like to recognise the incredible work of all the employees and volunteers at SHE UK and to say a huge THANK YOU for another year of providing the amazing and unique services we offer to survivors. During the year we have welcomed a number of new volunteer counsellors and without those who generously give their time to the organisation we would not be able to help as many people as we do so thank you all.

This year has seen a return to more in-person services and we are adjusting and adapting to new hybrid ways of working, taking advantage of the really important social connections meeting in person brings and using the technology we now have to continue to deliver services remotely where it works best for our teams and clients.

We have also invested in staff training this year with a refreshed and comprehensive trainee counsellor induction process to set our new volunteers up for success, focus on diversity, equality and inclusion and an update for all on safeguarding.

Our Chief Executive, Lisa Lenton, joined us in June 2021 and has led the organisation brilliantly so far. Lisa has worked to secure some long-term funding and additional support for the organisation that have made a real difference and have given us the ability to look to our future. Support from Lloyds Bank has enabled us to review our governance policies and procedures and make some changes to improve how we operate as a board and has supported us in recruitment of some new trustees who will join the board in the coming weeks. We have also spent time focused on our strategy for the next three years and how we can exploit the unique capabilities we have at SHE UK to improve the lives of as many survivors as possible. Keep an eye out for our new website coming soon for more details on this.

As a board, we continue to be incredibly grateful to all of the organisations and individuals who fund our work, your support is invaluable and as one team member said to me recently, the work we do is so critical, it can be life-saving. The demand for our services has unfortunately only increased post-pandemic so the more funds we can raise, the more survivors we can help to thrive and move on with their lives. As the cost of living crisis worsens, disposable income will lessen so we will be even more dependent on your kind generosity to ensure that we are there for those who need us.

I would also like to say thank you to Jenny Lewis, our previous Chair of Trustees and current board member who very kindly covered the role of Chair on my behalf earlier this year as I went on maternity leave.

I continue to be extremely proud of the work SHE UK does and of the incredible team that make our organisation what it is today. Thanks again to all who have given their time and money to support us in helping survivors to thrive and live happy, fulfilled lives.

Kate Drake
Chair of Trustees,

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

TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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

(Resigned September 2021)

Summary of the main activities undertaken for the public benefit

Our charity works for adult survivors of serious sexual assault and non recent 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 2022

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 Senior 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 £36,000 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

22/11/22
Date

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

CHIEF EXECUTIVES REPORT FOR THE YEAR ENDED 31 MARCH 2022

I was delighted to join SHE UK in June 2021 and 'take the reins' of this wonderful charity. Since then, I have truly been enlightened; understanding the extent of need for services like ours and the impact that our charity makes to people's lives – it really is remarkable. Our ethos is one of long-term, client led support, that aims to empower survivors to deal with the present, address the past and look positively to the future. We have developed a range of services that complement each other and offer different aspects of support to our clients - our immediate telephone support service, introduced during the lockdown, is a great example.

Like many charities, the challenge for us is not about lacking purpose or impact, it is about securing the right level of funding at the right time to keep making a difference. Our focus has been on securing multi-year funding to strengthen our financial resilience this year. I am excited to continue to build relationships with existing funders as well as have an eye to the future and lead the organisation to ensure we diversify and build our sustainability. Thank you to the funders who have helped us continue in our mission to help survivors address the impact of childhood sexual abuse and sexual violence.

I feel very grateful to work with such a dedicated team – made up of both paid staff and volunteers in a variety of roles – from therapists, support staff, trainees and trustees. To every one of them I say a heartfelt thank you. Without you we wouldn't be able to reach as many people as we do. The demand for services like ours sadly continues and whilst ever it does, we will do our best to help survivors on their journey and live happier and healthier lives. I am extremely proud of what SHE UK stands for and the team delivering, at times, what is life-saving work.

Here's to the next 12 months, as we continue to move forward in several ways – from recruitment of trustees, to staff and service development and so on. I'm excited to look forward to the future.

Lisa Lenton,
Chief Executive Officer

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

SENIOR MANAGEMENT REPORT FOR THE YEAR ENDED 31 MARCH 2022

What a fantastic year it has been in so many ways! We have now finally been able to return to face-to-face work, with both therapy and our peer group support, following the disruption caused by the pandemic. This has made a huge difference for clients and staff alike, who enjoy being together instead of being behind a screen. That said at the height of Covid, we saw first-hand the benefits of technology and we have continued to offer our support online, which has been an excellent way of connecting with those clients who are not able to come to face to face services. So, with both elements we have really been able to work to meet the needs of our clients.

In the last year, we recruited 9 new trainees to the service, which has been brilliant in keeping our waiting list manageable and means we have not had to close that waiting list, nor have clients had to wait too long!

Our SHE-ros Lounge (peer group support) is working well, and our self-development courses are having a positive impact on the clients, and it is amazing to watch them challenge themselves to develop.

The support we provide through our telephone support for those waiting to be assigned a therapist is also working effectively and has been a lifeline for some clients. We understand that when a person gets in touch with a service like ours, they are already in crisis – and we want to ensure we offer some form of help and support immediately.

We have also been supporting non-abusing family members for a few months now, after securing funding from the National Lottery Community Fund. By helping family members to build resilience and understand the effect of trauma of abuse, we can help them develop the 'tools' and understanding to best support their loved one.

This year has been a 'strong' one at SHE UK as the whole team have welcomed in our new CEO, Lisa. We have worked hard to put new things in place and look forward to watching SHE UK develop further and further!

Rachael Cumberland,
Operations Manager

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

SENIOR MANAGEMENT REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Total service users to date

Gender	No.
Female	1087
Male	64
Transgender	2
Active service users in this period	99
New referrals in this period 2021 - 2022	60
Average age of service users in this period	38

Sexual violence by type from referrals in period April 2021 – March 2022

Referral reason	% Split
Survivor	91.70%
Adult rape	5.00%
Other	3.30%

Referral sources for Active service users

Active service users referral source	% split
Self-referral	67.68%
Friends/family	1.01%
Domestic violence	6.06%
Police	1.01%
Local Authority	2.02%
SARCS	1.01%
Social Care	3.03%
Housing	1.01%
NHS	2.02%
Mental health trust	6.06%
Sexual violence services	4.04%
Other voluntary services	5.05%

Religious background for active service users

Religion	% Split
Atheist	59.59%
Buddhism	2.02%
Catholic	1.01%
Christian	25.25%
Islam/Muslim	1.01%
Judaism	1.01%
Spiritual	2.02%
Not disclosed	1.01%
Other	7.08%

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

SENIOR MANAGEMENT REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Ethnicity for active service users

Ethnicity	% Split
White-British	84.84%
White-Other	2.02%
White-Irish	2.02%
Black - British	2.02%
Mixed - Caribbean	1.01%
Mixed - Asian	1.01%
Mixed - African	2.02%
Mixed - Other	3.03%
Other Ethnic group	2.03%

Local Authority area for Active service users

Ashfield	20
Bassetlaw	9
Bolsover	2
Broxtowe	4
Derbyshire	4
Gedling	5
Lincolnshire	1
Mansfield	30
Newark & Sherwood	7
Nottingham	11
Rushcliffe	2
Overseas	4
country	

Nature of changes achieved

Cope and Recover Category	% showing positive change
Improved health & wellbeing	82%
Better able to cope with aspects of everyday life	87%
Increased feeling of safety	65%
Better informed and empowered to act	83%

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

FOR THE YEAR ENDED 31 MARCH 2022

I report on the accounts of the company for the year ended 31 March 2022 which are set out on pages 9 to 12.

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 5 December 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 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
Receipts					
Bank Interest		76		76	67
Consultancy fees		2,870		2,870	1,335
Donations		6,432		6,432	8,033
Fundraising		968		968	165
Grants	2	106,035	45,267	151,302	237,607
Shop sales		191		191	78
Counselling fees		275		275	2,585
Total receipts		116,846	45,267	162,113	249,869
Payments					
Audit & Accountancy & Admin		905		905	951
Counselling Fees					50
Covid Homeworking					8,692
Covid Office Expenses					1,419
Equipment Repairs & Renewals					2,824
Hospitality		20		20	1,549
Insurance		1,190		1,190	3,097
Office equipment & Consumables		96		96	18,559
Professional Fees		8,324		8,324	12,723
Publications & Subscriptions		605		605	2,026
Rent & Rates		7,477		7,477	7,550
Room Hire		180		180	210
Salary & NI		76,986	45,167	122,153	120,837
Staff Expenses		227		227	49
Staff Training		690		690	2,232
Stationery and office supplies		290	100	390	409
Sundry		230		230	290
Supervision		4,500		4,500	4,075
Telephone, Post & Internet		2,186		2,186	1,946
Travel Expenses		75		75	177
Utilities		1,101		1,101	1,107
Grant clawback - Notts Police & Crime 2021			2,457	2,457	
Total payments		105,082	47,724	152,806	190,771
Transfers between funds		(2,457)	2,457		
Net receipts/(payments)		9,307		9,307	59,098
Cash resources at start of period		78,312		78,312	19,214
Cash resources at end of period		87,619		87,619	78,312

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

STATEMENT OF ASSETS AND LIABILITIES AS AT 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
Cash assets					
Current account		88,408	-	88,408	52,624
Deposit account		30,321	-	30,321	25,245
Cash in hand		492	-	492	442
		<u>119,221</u>	<u>-</u>	<u>119,221</u>	<u>78,312</u>

Reconciliation to Receipts and Payments account

Cash assets			119,221	
Deferred income	3		(31,602)	
Cash resources - Receipts and Payments account			<u>87,619</u>	


	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
Other monetary assets				
Invoiced debtors	-	-	-	-

Assets retained for the charity's own use

Various office equipment comprising desktop computers, laptops and office furniture purchased between 2009 and 2022 totalling £26,150, at cost.

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 Total £
Liabilities					
Creditors	3	34,631	-	34,631	3,149

The financial statements were approved by the trustees on:


Chair

22/11/22
Date:

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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.

	2022		2021
	Unrestricted Funds £	Restricted Funds £	Total £
2 Grants received			
The Albert Hunt Trust			
The Big Give Trust	2,000		
The Boots Charitable Trust	700		
Charities Aid Foundation		1,146	10,000
Coalfields Regeneration Trust	190		3,064
Garfield Weston Foundation		18,576	11,306
J N Derbyshire Trust	10,000		
Jones 1986 Charitable Trust		332	
The Jules Thorn Charitable Trust	5,000		5,000
Leathersellers Company Charitable Fund	1,000		
Lloyds Bank Foundation Trust	2,000		
Mansfield District Council - Covid Business Grant	25,000		33,000
Mansfield District Council - Restart			10,000
National Lottery - Community Fund	2,667		
Nottinghamshire County Council		972	9,771
Nottinghamshire County Council - Covid	500		9,705
Nottinghamshire Community Foundation - The Wheatcroft Fund			3,064
Nottinghamshire Freemasons		4,241	
Nottinghamshire Police & Crime Commissioner			1,250
Nottinghamshire Police & Crime Commissioner [Covid]		20,000	79,467
The Peoples Health Trust			38,584
The Souter Trust	12,978		20,396
The Thomas Farr Charity	3,000		3,000
The Thoresby Charity	-	-	
The Tudor Trust	1,000		
	40,000		
	106,035	45,267	237,607

3 Creditors

	2022	2021
	Total £	Total £
Deferred Income		
PAYE Payment	31,602	
Pension creditor	2,517	2,685
	512	463
	34,631	3,149

4 Trustees

The Trustees received no remuneration during the year.
The Trustees received no expenses during the year.

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

5 Restricted funds

The Boots Charitable Trust

Contributes to the running of our SHE-roles Lounge group, offering survivors self-development courses to learn about the effects of trauma and an opportunity to build social connections - creating a safe space to belong, improving mental health and wellbeing.

Coalfields Regeneration Trust

Supports all our services, from telephone support service, 1:1 therapy and of SHE-roles Lounge group, allowing us to meet the needs of our clients.

J N Derbyshire Trust

Contributes to the running of our telephone service specifically. This service offers survivors immediate support each week, whilst they are waiting to start 1:1 therapy with us. This service offers people in crisis a lifeline to cope in the 'here and now'.

The National Lottery Community Fund - Awards for all

This funding is for a 12-month pilot project to support non-abusing family members of survivors. The ethos behind this project is to provide family members/close friends with an understanding of the impact of abuse on their loved one and the tools to support them, whilst building their own resilience

Nottinghamshire Community Foundation - The Wheatcroft Fund

This funding went towards the running of our SHE-roles Lounge group. The group is run by 3 therapists and a support worker; and the weekly sessions are focused on empowering female survivors to understand the impact of trauma and learn coping strategies, about positive choices and mindset

Nottinghamshire Police & Crime Commissioner

Funding of £20,000 is made up of 3 component parts, £7,500 from the Ministry of Justice Sexual Violence Uplift, provided to contribute towards peer support for sexual violence survivors. £8,500 from the Ministry of Justice Critical Support Fund, provided to ensure that ongoing support was provided to existing service users; and £4,000 from Nottinghamshire Police and Crime Commissioner funding, this was provided to ensure that ongoing support could be provided to existing service users.