

S.H.E. UK (SUPPORTING; HEALING; EDUCATING)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

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

CHARITY INFORMATION

Trustees	Ms. Corinna Del Debbio Ms. Radmila Evanics Ms. Anna Farrell Ms. Jacqueline Anne Lewis Ms. Jennifer Lewis Ms. Reena Pastakia Ms. Deborah Louise Porter
Charity Registration Number	1086697
Registered Office	1 Byron Street Mansfield Nottinghamshire NG18 5NX
Accountants and Independent Examiners	Stopfords (Mansfield) 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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CHAIR AND CEO REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Chair and CEO present their report and accounts for the year ended 31 March 2025.

Joint report 2024/25 – Reena Pastakia and Lisa Lenton

This past year has powerfully underscored the essential and growing role of S.H.E. UK in the lives of survivors of childhood sexual abuse and more recent sexual violence. The national statistics on this issue are staggering: approximately 3.1 million adults in England and Wales report experiencing sexual abuse before the age of 16, a number starkly reinforced by the 86,962 sexual offences against children recorded by police in 2022/23. These figures are a painful reminder of the trauma that silently affects millions and the critical, often hidden, nature of this crime.

At S.H.E. UK, we are seeing this crisis reflected in an unprecedented demand for our services. We are receiving more referrals than ever before, with our waiting list currently exceeding 100 people who are seeking a safe space to begin their healing journey. While they wait for essential 1:1 therapy, we are committed to providing continuity of tailored support through our regular telephone support service and the unique peer connection offered by our S.H.E.-roes Lounge.

Our Dedication to Growth and Resilience

In the face of this overwhelming need, S.H.E. UK has not stood still. We have dedicated the past year to strengthening our foundations, expanding our capacity, and ensuring the highest quality of support for every survivor.

Expanding Our Reach

Securing Major Funding: A significant highlight was securing the transformational National Lottery Reaching Communities fund - £300k over three years starting in December 2024. Furthermore, a crucial grant from the ROSA Fund's 'Stand with us Fund' allowed us to invest in organisational development, leading to the creation of a new Therapist Co-ordinator post. This role is already helping us review our service model, improve recruitment, and manage our growing team of trainees.

Core Support: We successfully attracted funding for core costs—the most competitive and vital area of charity funding—from the Severn Trent Community Fund.

Community Connection: Our successful Big Give campaign, hitting a £10k target, not only provided vital funds for our S.H.E.-roes Lounge but also powerfully connected our staff, volunteers, clients, and the wider public in a shared mission.

Investing in Our People

Team Development: We welcomed three highly skilled new Board members—Mila Evanics, Anna Farrell, and Corinna Del Debbio. They have significantly strengthened our governance in evaluation, finance, risk, and corporate fundraising.

Increased Capacity: Our commitment to the future of the sector is demonstrated by our high-quality trainee therapist placement programme, through which we welcomed 14 new trainees this year. The new Therapist Co-ordinator role is key to ensuring their in-house training and line management remain exceptional.

Specialist Training: We invested in staff training on 'Power, Privilege and Boundaries' and 'Working with Complex Trauma' – this ensures our team is equipped with the latest expertise and best practice to support our clients' complex needs.

Governance, Finance and Advocacy

Strategic Direction: We completed our final Pilotlight 360 meeting and engaged in a strategy review with the support of the Cranfield Trust, which is guiding our future business planning.

Enhanced Governance: Our Trustees participated in critical Governance training via the Lloyds Bank Foundation Enhance Programme, strengthening our processes and compliance.

Financial position: We ended the year in deficit (c.£30K) due to a tough funding climate, intense competition, and shifting grant maker priorities that reduced or redirected support. However, thanks to careful financial planning and efforts in previous years to build up unrestricted reserves, we were resilient enough to manage the shortfall without compromising core services.

Survivor-Centred Communication: To reduce anxiety for those on our waiting list, we introduced proactive catch-up calls every three months to reassure survivors of their importance to us and update them on their wait time.

Amplify Our Voice: We met with our newly elected MP, Steve Yemm, to stress the acute local demand and the need for government to implement the recommendations of the Independent Inquiry into Childhood Sexual Abuse (IICSA). We were also honoured to host the Deputy Police & Crime Commissioner, Angela Kandola, and Commissioning Officer Briony Verma, who heard directly from our clients about the life-changing difference S.H.E. UK makes.

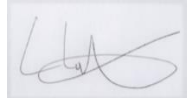
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**CHAIR AND CEO REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

And finally, it's important to acknowledge our achievements are powered by the resilience of our survivors, the dedication of our staff, volunteers, high-quality trainees and trustees along with the unwavering trust of our funders and partners. Every person mentioned here is a critical link in the chain of healing. Our mission is to meet growing demand and to work towards a future where every survivor can access the support they deserve to improve their life. Together, we strive to ensure no survivor of childhood sexual abuse in our community is left to face their journey alone. Looking forward, as the needs of survivors continue to emerge and develop, our resolve to meet them is stronger than ever.



Reena Pastakia
Chair



Lisa Lenton
Chief Executive Officer

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

TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2025

Governing Document

The charity is governed by the rules contained within its constitution adopted 4 May 2001 and amended 6 February 2014 and 30 April 2019.

Aims and Objectives

S.H.E. 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.

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).

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.

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 (although we aim for a two-year engagement plan). These include: Evaluative-need therapy delivered by fully qualified and trainee counsellors; a 'Lounge' peer group service; crisis support; adult learning courses; creative therapy; personal development courses; telephone support; signposting to support with childcare, transport, benefits, housing & advocacy; volunteering opportunities including working on our training and conference packages.

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 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. 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 move forward from their experiences.

Risk statement

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

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

**TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

Trustees

Power to appoint and remove trustees rests with the trustees in general meeting. Trustees are elected through an application process; informal interview; board interview. Trustee recruitment is advertised through local CVS' – Mansfield, Newark and Sherwood, Bassetlaw; through social media channels, word of mouth, professional networks and charity recruitment platforms.

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

Ms. Corinna Del Debbio	(Appointed 26 March 2025)
Ms. Radmila Evanics	(Appointed 14 January 2025)
Ms. Anna Farrell	(Appointed 4 March 2025)
Ms. Jacqueline Anne Lewis	
Ms. Jennifer Lewis	
Ms. Reena Pastakia	(Appointed 15 August 2024)
Ms. Maria Jane Peggs	(Resigned 3 November 2024)
Ms. Deborah Louise Porter	
Ms. Bijal Ruparelia	(Resigned 2 January 2025)

Summary of achievements during the period

Achievements during the period are given in the Chair and Chief Executive's Report.

Other information

S.H.E. UK is supported by a number of trainee therapists and qualified volunteers and their contribution to delivering our work is invaluable. The Senior Management team and Trustees offer sincere thanks to those dedicated unpaid staff who have supported us to improve the lives of survivors of childhood sexual abuse, sexual violence and rape.

The charity's policy on reserves

S.H.E. UK will aim, as a minimum, to hold reserves of approximately three months' worth of operating expenses (currently c.£50,000), with an aspiration to reach six months of reserves. This 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

08.12.2025

Date

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

TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Activities & services delivered

Activities & services	Number of sessions
Assessments for services	76
Self-development course sessions	225
Therapy sessions	2,408
Client progress reviews	283
Support sessions - group and telephone support	2,062
SHE-roes Lounge and peer group	366

Nature of changes achieved

Of clients who have actively accessed the services for 6 months or more, our evaluation shows clear, positive outcomes:

Cope and Recover Category	% showing positive change
Improved health & wellbeing	84%
Better able to cope with aspects of everyday life	83%
Increased feeling of safety	64%
Better informed and empowered to act	95%

Total service users to date

Gender	No.
Female	1,307
Male	91
Transgender	6
Non-Binary	2

Service usage data

Active service users in this period	173
New referrals in this period (2024 - 2025)	236
Referrals who have had an assessment in this time period	76
Average age of service users in this period	42

Sexual violence by type in respect of active service users in period April 2024 – March 2025

Referral reason	% Split
Survivor - CSA	99%
Adult rape	1%
Total	100%

Referral sources for Active service users

Active service users referral source	% split
Self-referral	68%
Domestic violence services	1%
Drug & Alcohol services	1%
Local Authority	2%
SARCS	2%
Housing	1%
NHS	15%
Mental health trust	5%
Other voluntary services	5%
Total	100%

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

TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Religious background for active service users

Religion	% Split
Agnostic	2%
Atheist	60%
Buddhism	1%
Catholic	2%
Christian	19%
Hinduism	1%
Islam/Muslim	1%
Judaism	1%
Spiritual	5%
Not disclosed	2%
Other	6%
Total	100%

Ethnicity for active service users

Ethnicity	% Split
White-British	87%
White-Irish	1%
White-Other	1%
Black - Caribbean	1%
Black-British	1%
Mixed - Caribbean	1%
Mixed - Asian	1%
Mixed - African	1%
Mixed - Other	2%
Indian	1%
Pakistani	1%
Other	1%
Not disclosed	1%
Total	100%

Local Authority area for Active service users

Local Authority area	Number of service users
Ashfield	25
Bassetlaw	24
Bolsover	1
Broxtowe	12
Chesterfield	2
Derby	2
Doncaster	1
Erewash	1
Gedling	11
Lincolnshire	1
Mansfield	47
Newark & Sherwood	18
Nottingham	23
Rushcliffe	2
St Helena	3
Total	173

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

FOR THE YEAR ENDED 31 MARCH 2025

I report on the accounts of the company for the year ended 31 March 2025 which are set out on pages 8 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
Stopfords (Mansfield) Ltd

Chartered Accountants
Registered Auditors

Date 10 December 2025

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 2025

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
Receipts					
Bank Interest		461		461	352
Consultancy fees					660
Donations		12,781		12,781	44,343
Grants	2, 5	62,092	89,519	151,611	167,376
Counselling fees		3,410		3,410	1,485
Sundry Income		255		255	951
Total receipts		78,999	89,519	168,518	215,167
Payments					
Audit & Accountancy & Admin		6	1,315	1,321	1,207
Insurance		507	1,330	1,837	3,038
Office equipment & Consumables		268	571	839	2,624
Professional Fees		4,048		4,048	895
Publications & Subscriptions					1,145
Publicity & Fundraising Costs		709		709	
Rent, rates & room hire		1,131	7,922	9,053	11,819
Salary & NI		94,059	68,786	162,845	150,980
Staff Expenses		279	25	304	4,045
Staff Training		1,457	250	1,707	1,716
Stationery and office supplies					134
Supervision		2,330	2,670	5,000	3,775
Telephone, Post & Internet		2,606	2,639	5,245	3,332
Travel Expenses		613	806	1,419	
Trustee Expenses		603		603	
Utilities		364	3,205	3,569	2,282
Total payments		108,980	89,519	198,499	186,992
Transfers between funds					
Net receipts/(payments)		(29,981)		(29,981)	28,175
Cash resources at start of period				154,765	126,590
Cash resources at end of period				124,784	154,765

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

STATEMENT OF ASSETS AND LIABILITIES AS AT 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
Cash assets					
Current account		92,912	39,207	132,119	161,265
Deposit account		31,305		31,305	30,844
Cash in hand		567		567	567
		124,784	39,207	163,991	192,676

Reconciliation to Receipts and Payments account

Cash assets			163,991	192,676
Deferred income	3		(39,207)	(37,911)

Cash resources - Receipts and Payments account

124,784	154,765
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Designated funds

Unrestricted cash resources includes the following designated funds:

	2025 Total £	2024 Total £
Recruitment of a Therapy Co-ordinator	20,000	40,000
Legal fees re change of legal status CIO	8,050	10,000
Rebranding costs	5,000	5,000
IT equipment	2,000	5,000
IT support costs	2,500	2,500
Implementation of safeguarding review actions		4,249
	37,550	66,749

During the year, we successfully secured £20,000 in funding to cover the first-year costs of the Therapist Co-ordinator role. A portion of the legal fees associated with our conversion to a CIO has been paid, reducing the expected outstanding balance. Additionally, we have reviewed and adjusted the projected funding required for our IT equipment needs.

Assets retained for the charity's own use

Various office equipment comprising desktop computers, laptops and office furniture purchased between 2009 and 2025 totalling £28,449 (2024 £28,099) at cost.

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
Liabilities					
Creditors	3	42,885		42,885	41,697

The financial statements were approved by the trustees on:



Chair

Date: 08.12.2025

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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.

	Unrestricted Funds £	Restricted Funds £	2025 Total £	2024 Total £
2 Grants received				
Allen Lane Foundation (The)	-	3,500	3,500	3,500
The Big Give Trust	-	-	-	700
The Boots Charitable Trust	4,910	-	4,910	4,966
Coalfields Regeneration Trust	2,668	-	2,668	3,333
Garfield Weston Foundation	-	2,500	2,500	-
J N Derbyshire Trust	-	1,800	1,800	2,000
Jones 1986 Charitable Trust	-	6,140	6,140	2,000
Lloyds Bank Foundation Trust	25,000	-	25,000	25,000
Mansfield Community and Voluntary Service	8,920	-	8,920	3,700
National Lottery - Community Fund	-	43,112	43,112	55,164
Nottinghamshire County Council	1,570	-	1,570	2,130
Nottinghamshire Community Foundation - Freemasons	-	-	-	834
Nottinghamshire Police & Crime Commissioner	-	21,631	21,631	21,631
Other trusts/foundations	-	-	-	2,500
Postcode Places Trust East of England	12,500	-	12,500	3,115
ROSA Fund	-	3,841	3,841	5,264
Severn Trent Water Community Fund	-	6,995	6,995	-
The Edward Gosling Foundation	-	-	-	3,333
The Souter Trust	-	-	-	3,000
The Thomas Farr Charity	628	-	628	1,872
The Thoresby Charity	2,000	-	2,000	-
The Tudor Trust	3,896	-	3,896	23,334
	62,092	89,519	151,611	167,376

	2025 Total £	2024 Total £
3 Creditors		
Deferred Income	39,207	37,911
PAYE Payment	2,921	3,067
Pension creditor	758	719
	42,885	41,697

4 Trustees

The Trustees received no remuneration during the year.

The Trustees received expenses totalling £603 during the year.

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

5 Restricted funds

Allen Lane Foundation

Multi-year funding awarded as a contribution to the running costs of the charity - £10,500 over 3 years.

Garfield Weston Foundation

A vital grant of £15,000 to support our core operating costs.

JN Derbyshire

A grant of £3,000 for our immediate telephone support service. The service offers emotional support to 'hold' people in the here and now as well as provide signposting to other services to address other challenges in their lives.

Rosa Fund

Funding of £20,671 to enable us to review our service delivery model and increase our organisational capacity.

Severn Trent Water Community Fund

A grant of £11,105 to support our core costs which includes salaries, rent, accountancy fees, telephone costs and utilities.

The Jones 1986 Trust

A generous contribution to the running of SHE-roses Lounge and Peer Group, supporting the costs associated with our specialist staff who facilitate self-development courses, socialisation sessions and keyworking support.

Nottinghamshire Police and Crime Commissioner/Ministry of Justice

Funding of £21631 per annum from 2022 – 2025 to contribute to the set-up and running of a 1:1 therapy outreach service for Bassetlaw residents, as well as offer support to existing service users accessing our weekly, SHE-roses Lounge Peer group.

The National Lottery Reaching Communities Fund

A significant, multi-year grant of £300,000 over three years to support the costs of running all our vital services.