WORTHING WOMEN'S AID

England & Wales · Charity number 1098726

Details

Other names	SAFE IN SUSSEX
Status	Registered
Legal form	Charitable company
Company number	04691516
Registered	2003-07-24
Register	View on the Charity Commission register

Contact

Address	Rear of 1-7 Elm Park Ferring Worthing West Sussex
Phone	03303337416
Email	info@safeinsussex.org.uk
Website	www.safeinsussex.org

Activities

Objects: TO RELIEVE THE DISTRESS AND SUFFERING OF PEOPLE, WITH A PARTICULAR FOCUS ON WOMEN AND CHILDREN, WHO HAVE SUFFERED OR ARE EXPOSED TO DOMESTIC VIOLENCE AND ABUSE OR COERCIVE CONTROL, BY THE PROVISION OF TEMPORARY ACCOMMODATION AND SUPPORT.

Activities: The provision of safe accommodation and advocacy to women and their children experiencing domestic abuse.The facilitation of peer support groups to women who have or are experiencing domestic abuse. The delivery of healthy relationship educational programmes into both primary & secondary schools.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Accommodation/housing
- **Who:** Children/young People, Other Defined Groups

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Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE WEST SUSSEX
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£713,613	£826,025	£1,357,483	28
2024-03-31	£955,822	£886,227	£1,469,895	28
2023-03-31	£951,784	£860,034	£1,400,300	28
2022-03-31	£937,860	£840,449	£1,308,550	35
2021-03-31	£996,621	£849,755	£1,211,139	39

Trustees

Name	Role	Appointed
Charlotte Carp		2024-03-20
James Colairo-Moss		2026-02-25
Karen Brown		2021-04-19
Katrina Haines		2023-02-22
Leslie Groves Williams		2020-01-13
Liz Hall		2022-09-07
Lucy-May Tarafder		2025-05-17
Sarah Payne		2025-02-05
Tana Jackson		2021-07-19

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WORTHING WOMEN'S AID

England & Wales - Charity number 1098726

Accounts

Docusign Envelope ID: 4AE84A8F-5FFF-4358-BDA1-40F858A93A42

Registered number: 04691516
Charity number: 1098726

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 March 2025

Docusign Envelope ID: 4AE84A8F-5FFF-4358-BDA1-40F858A93A42

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2025

The Trustees of Safe in Sussex are pleased to present their annual report together with the financial statements for the year ended 31 March 2025. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP2015) Accounting and Reporting by Charities FRS102, the Charities Act 2011 and the Companies Act 2006.

Reference and Administration Details of the Charity

Charity number:	1098726
Registered Number:	04691516
Principal Office:	The Rear of 1 to7 Elm Park Ferring Worthing West Sussex BN12 5RN

Welcome from the Chair and CEO

Standing Together Against Domestic Abuse in West Sussex

We are pleased to welcome you to our 2024–2025 Annual Report, which provides an honest and unflinching look at the challenges—and the courage—at the heart of our work this year. Domestic abuse remains one of the most urgent social issues of our time. An estimated 2.3 million adults in England and Wales experienced domestic abuse in the last year alone. Of those, 1.6 million were women and 712,000 were men (Crime Survey for England and Wales). Here in Sussex, police received nearly 30,000 reports of domestic abuse. But these numbers tell only part of the story. We know the true scale is far greater, it is estimated that only 1 in 5 of domestic abuse incidents are reported to the police. Most abuse happens behind closed doors.

A Year of Difficult Decisions and Determined Action

This has been one of the most challenging years we have faced since we opened our doors in 1977. Back then, we began as a group of committed volunteers who recognised the desperate need to provide a place of safety for women and children fleeing domestic abuse and stepped in to fill that gap, opening our first refuge. Since then, we've grown into a vital lifeline for survivors of domestic abuse across West Sussex.

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But this year, that lifeline was tested.

We faced unprecedented financial pressures. A sharp decline in both government and non-government funding opportunities, coupled with the ongoing cost of living crisis, meant rising costs across the board, from basic essentials like bedding for our refuges to complex needs like cyber security and building maintenance. The situation was made even more difficult by a sudden 53% rent increase on one of our refuge buildings.

Despite increasing demand for our services, we had to make the heart-breaking decision to reduce what we could offer. After careful analysis and reflection, we closed one of our four communal refuges, ended our outreach service, and scaled back specialist support for children in our refuges. These decisions also meant saying goodbye to valued colleagues, committed, skilled professionals who made a real difference in the lives of survivors.

Resilience in Action

Yet even in the face of adversity, our team rose to the challenge.

This year, we responded to 1,031 referrals and provided ongoing support to 618 adults and children, figures that remain consistent with 2023/24, despite our reduced resources. We sharpened our focus on core refuge services and community groups, streamlined our operations, and prioritised the wellbeing of those we serve. Our earlier investment in solar energy began to pay off, reducing our running costs and environmental impact.

We also continued our vital work in partnership with organisations including West Sussex County Council's high risk domestic abuse service Worth, the Life Centre, My Sisters' House and the wider Women's Aid Federation. Together, we've worked to raise awareness of domestic abuse, press for improved services, and advocate for survivors' rights at both local and national levels.

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Looking Forward: A New Chapter of Hope

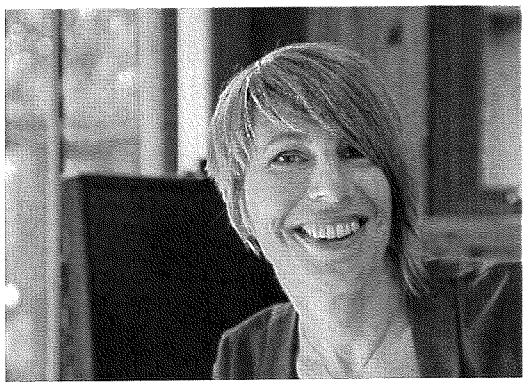
While this year brought many difficulties, it also strengthened our resolve. Client feedback across all services remains consistently high—with more than 90% of survivors telling us they feel safer, more able to cope, and more hopeful about their future as a result of our support.

Looking ahead, we are excited to launch our **Open the Door Appeal**, a bold step to rebuild and renew our capacity to offer safe, supported accommodation to those in crisis. We invite you to stand with us as we take this next step.

Throughout this report, you'll hear directly from those whose lives have been changed by our work. Their voices remind us why we do what we do—and why, with your help, we must keep going.

Thank you to our extraordinary staff, trustees, volunteers, our Patron and fundraiser extraordinaire Helen Hitchcock, our funders, anonymous and generous donors and all our supporters and partners for all you do, especially your resilience, compassion and commitment. Together, we continue to confront the national emergency of domestic abuse with hope, strength and action.

Sharon Howard, CEO



Leslie Groves-Williams, Trustee Chair

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Trustee Grid - movements from last year's Trustee Report

Trustee	Trustee Role	Appointment Date	Resigned
Leslie Groves Williams	Chair	13/1/2020	
Karen Brown	Treasurer	19/4/2021	
Tana Jackson	Company Secretary	19/7/2021	
Liz Hall	Deputy Chair	07/09/2022	
Deborah Binks-Moore	Trustee	30/11/2022	
Katrina Haines	HR Trustee	22/2/2023	
Manisha Patel	Property Investment	20/3/2024	
Sandra Abbey	Safeguarding	20/3/2024	09/01/2025
Charlotte Carp	Trustee	20/3/2024	
Sarah Payne	Strategy & Evaluation	05/02/2025	

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Structure, Governance and Management

The charity is constituted as a company limited by guarantee. It has no share capital and is therefore governed by a memorandum and articles of association which are dated 10th March 2003. The Articles and Memorandum of Safe in Sussex were reviewed and updated in 2022 and amendments were approved by the Charity Commission. The liability of each member in the event of the winding up is limited to £1.

The Charity is administered by the Trustee Board, which allows for up to 12 elected Trustees (Directors) who meet five times per year for full Board meetings. Others attend the meeting by invitation of the Trustees and are non-voting observers. The Trustees are elected by the members, hold office for three years and are eligible for re-election up to a maximum of three terms. The Trustees have the power to co-opt further members to serve on the Trustee Board. In addition to full Board meetings, trustees participate in committees according to their expertise. The three committees are Finance and Income Generation, Risk and Compliance and Organisational Development.

One new Trustee joined the Board this financial year with excellent relevant skills and experience, replacing a trustee who stood down for other reasons. The focus of recruitment has been on ensuring that each Board member brings a specific area of expertise required for delivery of our Strategic Plan. A skills and diversity audit was conducted in 2022 and this has continued to be used to guide recruitment as Board members retire from their roles. There is one position for a former service user on the Board (currently vacant): most trustees bring lived experience of domestic abuse either from within their immediate family or through supporting extended family members or close friends.

Induction for new Trustees is a formal process, targeted at the specific needs of the organisation, using REACH volunteering and local volunteer sites to attract the right candidates with the right skills and backgrounds.

The Trustees continue to work hard and make good progress regarding the review of their governance effectiveness against the seven principles as set out in the Charity Governance Code. The charity has formally signed up to the code and will continue with an annual self-assessment at an annual away day. All trustees receive an induction and continuing development programme. One or two away days are now held each year to monitor and set the broad direction for the organisation, as well as to monitor the working of the Board and to provide ongoing capability building to ensure trustee knowledge and skills are kept up to date. Furthermore, we have introduced mandatory in-depth safeguarding training for trustees, alongside our existing induction training package. Trustees have also committed to making the most of free or low cost training to take one additional trustee training per year after their first year.

Trustees are responsible for the strategic direction of the organisation and the production of the overall strategic policy, in consultation with the management team. The Trustees ensure that any major decisions and developments are made in line with the Charity Commission's public benefit guidance, Safe in Sussex's Strategic Plan or are in sympathy with the overall aims and objectives.

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Administrative procedures continue to have been improved to ensure that all decisions made and actions required are systematically followed up on, both between and at each Board meeting. All Trustee decisions are minuted and tracked as an integral part of the governance process. Operational decisions are delegated to the CEO and senior management team who are required to regularly report to the Trustee Board.

The Board continues to regularly input into and review an overarching Risk Register for all areas of the organisation. A section is planned to be reviewed at each Board meeting, meaning all sections will be reviewed on an annual basis. The Board has also updated our committee/working group areas of focus to reflect changing organisational needs.

The Board has continued to conduct an annual staff engagement survey and follow up pulse survey. Feedback by staff has allowed governors and management to take appropriate actions to improve staff engagement and to improve our learning and impact. Trustees continue to review organisational policies on rotation to ensure that policies remain up to date, appropriate and relevant.

The organisation remains vigilant of any potential conflicts of interest. No conflicts of interest have arisen during this financial year.

Objectives and Activities

Established in 1977, Worthing Women's Aid, now trading as Safe in Sussex, has the following objectives:

1. **Increase community knowledge** of domestic abuse and healthy relationships (service providers, businesses, schools, general public); and **increase community ability and capacity to take action to prevent and respond to domestic abuse** (including schools, frontline public service professionals)

2. **Increase awareness of our services** to ensure that those who need to access our services are able to get support in a timely and holistic way.

3. **Deliver holistic, services with a whole family approach.** This encompasses **prevention** (schools, outreach), **crisis response** (helpline, refuge), **support, including peer support,** (refuge, community groups) **and recovery** (groups)

4. **Improve inclusivity** of Safe in Sussex services (through reducing barriers for male and female victims/survivors, including minority ethnic communities, LGBTQ+ communities, and those with complex needs as well as through engaging clients systematically in quality assurance, and, for example, in translation of core literature).

2024/25 is the final year of Safe in Sussex's three-year planning cycle, although the core focus of current objectives will be retained for the next cycle commencing 2025/26.

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Clients supported
Despite these challenges, Safe in Sussex managed 1,031 referrals in 2024/25, providing ongoing support to 618 adults and children: these numbers are comparable to 2023/24.

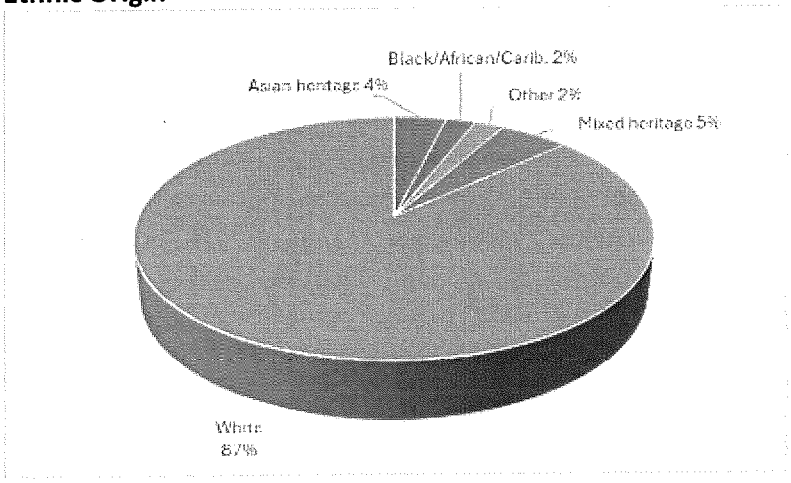
Demographic data
We ask our clients to provide demographic information so we can assess the extent to which our services reflect the local community and to identify any potential barriers to our service.

As part of our commitment to meeting the Women's Aid Quality Standards we have undertaken a full review of our demographic data since 2021: this shows that our client profile is broadly representative of the communities we serve. We have developed a Diversity and Inclusion Action Plan in response to this review. The key focus of the action plan is on building relationships with community and faith groups and specialist services serving minoritised communities so we can ensure we work in effective partnership and that our services are accessible, without any unintended barriers.

Gender identity and sexuality
As our refuge and group services are available only to women, it is not surprising that women made up 98% of those who used our services in 2023/24. We have supported transgender clients in our service. 91.5% of those who were happy to give information on their sexuality reported that they were heterosexual. Of the remaining 8.5%, two thirds reported they were bi-sexual.

Our 1-2-1 community outreach service, which has been available to men, closed to new referrals at the end of 2024 and closed completely in April 2025 as a result of the challenging financial environment. This means that from 2025/26 Safe in Sussex will return to being a women's only service. We work closely in partnership with other services where we cannot meet need e.g. with Mankind and Victim Support on services for men and with Paragon who provide dispersed safe accommodation in West Sussex for when our communal refuges are either full or would not effectively meet a potential resident's needs.

Ethnic Origin



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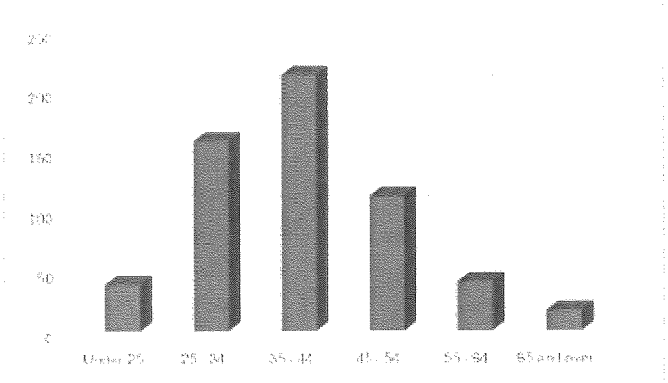
94% of those seeking help from Safe in Sussex were happy to provide data on their ethnic origin, this is a 10% improvement from last year.
The profile of those we supported broadly reflects the make-up of West Sussex, a county in which the 2021 census recorded that: 91% of the population was white, 4.3% of Asian heritage, 1.3% identified as Black/African/ Caribbean, 2.4% of mixed heritage and 1% other.

Only 6 clients requested support through an interpreter.

Health
There is an established link between domestic abuse as a causative factor of poor mental health, with women who have experienced domestic abuse three times more likely to be depressed. More than 1 in 3 of our clients reported a mental health condition in 2023/24 with 1 in 4 having an identified mental health need requiring additional support. 86 clients were living with poor physical health or a physical health impairment including a hearing or visual impairment; 20 were living with a long-term disability and 34 reported a learning disability.

Additional training on supporting those with complex mental health needs and managing trauma is an identified priority in our 2025/26 training plan.

Age & Parenthood



37% of our clients are 35-44, with a further 27% 25-34. Two thirds of our clients are caring for children: a total of 817 children between them. While we only provide services directly to children within our refuges, parents benefitting from any of our community services have access to information, advice and support on the impact of domestic abuse on children and on parenting issues. We are exploring running additional sessions on parenting children for those participating in our community groups in 2025/26, led by our Domestic Abuse Practitioners.

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Our Services

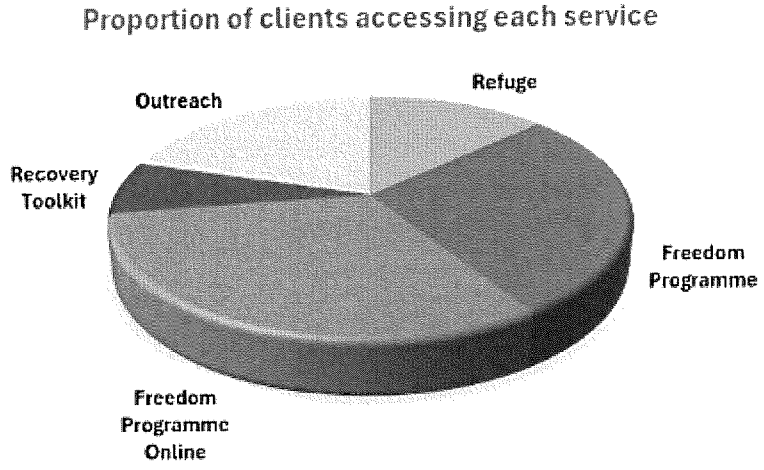
Community Services

The vast majority of those who use our services do so through our community groups – 429. In addition to our trained facilitators, a dedicated domestic abuse practitioner started attending groups on a regular basis half-way through the year so that participants who needed additional one-to-one support could receive it quickly. This was highly successful with 39 group participants receiving additional support in this way. This is a model we are expanding in 2025/26.

Our outreach service supported 143 people. This number reflects the fact that the service was closed to new referrals for the last quarter of the year. We made the difficult decision to close the outreach service at the end of 2024/25 as available funding was simply insufficient to offer the service at a level that ensured timely access to advice and support: we also found that many of those initially seeking this service could be effectively supported within our community groups, particularly if we could retain a domestic abuse practitioner support to help those with additional needs. Losing the outreach service and committed members of the Safe in Sussex team was devastating for us, especially at a time that the need for our services remains high. Ensuring our community groups are available and sustainable across the county is a financial priority for us in 2025/26.

Refuge Services

94 women and children were supported in refuge over the year. We were forced to reduce bed spaces this year, with the closure of one of our two fully self-funded sites, following an unaffordable rent rise of 53%. The closure inevitably had an impact on the number of women and children we could support, as the site needed to be closed to new referrals well in advance of the end of the tenancy to enable the building to be cleared and cleaned. The other two sites are partially supported by West Sussex County Council. Our Children in Need funding also came to an end this year, requiring us to revise the way we support children within the refuge.



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Client Satisfaction

Despite these challenges, thanks to the expertise and dedication of our teams, satisfaction with our services remains high. Across our services more than 9 out of 10 clients feel: safer; better able to cope with the trauma they have experienced, with improved well-being and hope for the future.

Strategic Plan Outcomes

Our strategic plan highlights the outcomes that Safe in Sussex seeks to achieve. The strategic plan is supported by a monitoring and evaluation framework that provides results indicators for each outcome – both are due for review in 2025/26. The tables below highlight the principal indicators under each of our service outcomes. The subsequent text provides qualitative and quantitative data to demonstrate progress towards meeting out strategic outcomes.

Outcome 1: People living in West Sussex have increased knowledge about domestic abuse and healthy relationships		
Outputs	**Output indicators**	**Numerator**
People accessing SIS community group programmes report increased knowledge of domestic abuse	Percentage of Freedom programme participants who reported increased knowledge of domestic abuse and its impact and said they could now identify abusive behaviour	100%
People in the community have increased knowledge on types and impact of abusive behaviour	Number of times SIS invited to present at community groups such as WI, etc.	15

During this year, we have continued to deliver our Community Group programmes across the county of West Sussex with a combination of online and face-to-face available. We resumed a group in Mid Sussex for one term and will be reopening the group for the whole of the academic year in 25/26 along with a group in the Horsham District.

The 10 week Freedom Programme is open to any woman who wants to find out more about domestic abuse. 404 women attended sessions in 2024/25 – a similar number to 2023/24. 1 in 4 group participants accessed additional one-to-one support from the domestic abuse practitioner who now regularly attends group sessions.

100% of programme participants said the programme had helped them understand domestic abuse and its impact and enabled them to identify abusive behaviours. More than nine out of 10 said the programme: had a positive impact on their lives; would enable them to identify the early warning signs of an abusive relationship; and had helped them improve their self-esteem and confidence.

Women who have completed programme evaluations told us of the positive impact they have experienced through attending our Freedom programme:

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"I feel supported by people who understand the issues, who don't judge me, who accept me and who are empowering me to understand and change my situation."

"It has helped me realise it was not my fault. I feel stronger now."

"It has been so important for me to feel I am not alone.....I know it's not me who's the problem."

After completion of the Freedom Programme, women who have left an abusive relationship may go on to attend our 10 week Recovery Toolkit sessions. 50 women attended this year. This is a significant reduction from last year as we have found the online option is less effective. We are exploring an alternative approach in 25/26. Again the response to the programme was overwhelmingly positive, with 93% of participants reporting improved confidence and self-esteem:

"This group has empowered me, given me confidence, knowledge and ultimately a bit of "me" back"

"I am socializing again, I hadn't done anything until I started the Recovery Toolkit. I couldn't have done without it, it's been so valuable."

"I have been given tools and skills to boost my confidence, knowing I am enough."

We have continued to be proactive in sharing understanding of domestic abuse in the local community, directly engaging with over 1,000 people through running training, awareness events and talks at community groups.

Outcome 2: People living in West Sussex have increased awareness about where people can go for help and that they are entitled to get help as victims/survivors		
Outputs	**Output indicators**	**Numerator**
People living in West Sussex recognise that they are in an abusive relationship and make informed choices moving forward	Number of referrals made to SIS	1031
	Number of referrals made by SIS to other DA services	52
CYP/Adults who have accessed support from SIS share their experiences across various mediums to encourage others to take up support & reduce stigma of asking for help	Number of attendees attending the Lived Experience Group of former clients who advise us on our services	8
	Survivors give permission to share anonymised stories	73
West Sussex residents know that SIS can	Increased interaction on website referral page, social	Facebook Reach 26,315

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provide help	media, public events e.g. fundraising, knowledge of what help provided and how to access it	Followers 2,575 – 2.4% increase on 23/24 Instagram Reach 3.4k an increase of 78% Followers 852 - an increase of 28% Posts 678 – a 213% increase
	West Sussex residents report knowledge of SIS services with up-to-date information on what services are provided and how to access support	Self – Referral 403 WSCC Worth DA Service 244 Mental Health Services 66 Sussex domestic abuse services 68 Children's Services 51 Health 41 Adult Social Services 8 Friends / Family 27 Housing/ Homelessness 29 Police 22 Probation 8 Other 52

Our referral sources demonstrate that the value of our services is widely known among our partners. In particular, self-referrals have increased 23% this year. The number of referrals between domestic abuse services, especially West Sussex County Council's domestic abuse service, demonstrates the wider pressure on local services and the value of Safe in Sussex's community groups as a means of providing ongoing emotional and recovery support.

The high volume of referrals from both statutory and voluntary mental health services reflects the ongoing complexity of mental health need we are seeing amongst those who seek our support.

We have made a significant improvement in using Instagram as a route to reach out to new audiences this year, but the lack of certainty about the future operation of our services has inevitably had an impact on our social media over the latter part of the year. A more proactive marketing strategy is being developed, helped by content generated by our volunteer ambassadors.

Our Lived Experience Group of former clients who advise us on our services continued to meet this year. There was an inevitable gap during the service reorganisation in the second half of the year, but the group will be reconvened in 2025/26 to discuss the service's future strategy and particularly our plans on education and awareness.

Outcome 3: People living in West Sussex who have been affected by domestic abuse take action		
Outputs	**Output indicators**	**Numerator**
People in West Sussex have increased confidence & empowerment to not revert to an abusive relationship	Participants of Freedom Programme report they are able to identify the early warning signs of an abusive relationship	95% of those who completed the evaluation form stated they would be able to identify the signs of an abusive relationship

People who come through refuge and outreach services go through the judicial system	Number of applications for court orders/orders made.	Support for 36 applications for court orders was given. 25 orders were made
People affected by domestic abuse contact SIS	Number of self-referrals to SIS services	403 – this is a 23% increase on 23/24

We have not been able to actively promote our service in the way we might have wished this year given staff capacity, reduced bed spaces in our refuges along with uncertainty over future funding.

Increasing victim confidence in the criminal justice system is the area where we find it most difficult to make a positive impact. We have only been able to achieve this in 29% of the small number of cases where clients completed an evaluation form. Issues such as a lack of prosecutions, enforcement action and court delays continue to be factors. We supported clients with 36 court orders, including 21 applications for protective orders and family justice orders; 25 orders were granted.

Outcome 4: People living in West Sussex are able to access an effective co-ordinated statutory and voluntary service provision		
Outputs	**Output indicators**	**Numerator**
Services in Sussex (e.g. GP, social care, housing etc.) have increased understanding on how to support people affected by domestic abuse	SIS represented at and contributes to other agency meetings	53

We have taken a proactive approach to building partnerships with statutory and voluntary sector partners over this period in support of effective service provision and availability. We are members of cross-county and cross-Sussex fora on issues including: policing, housing & homelessness, stalking, mental health, early help and supporting those with complex needs.

Outcome 5: SIS is an inclusive survivor led organisation with a whole family approach		
Outputs/outcomes	**Output indicators**	**Numerator**
Clear mission statement about who SIS works with	Publicity material, social media, website with accessibility tool	Our new website was launched in the summer. The website: is accessible; includes additional self-help information; and clear links to partner services

This objective is likely to be changed in 2025/26 give our revised service offer. Between them, our clients in 2023/24 were parenting over 800 children. Our community group programmes include sessions on parenting and the impact of domestic abuse on children. Our team made 365 referrals to partner services & agencies over the course of the year, ensuring our clients were able to access the holistic support they needed on issues relating to the impact of abuse e.g. housing, mental health, safeguarding.

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In our refuges our children's workers ensure that children are treated as victims of domestic abuse in their own right, providing supported play and arts and crafts activities to help children express their feelings, come to terms with their experiences and explore coping mechanisms. We are having to revise this model for 2025/26 given reductions in funding.

Outcome 6: SIS has the financial (and human) resources to meet the core strategic objectives		
Outputs	**Output indicators**	**Numerator**
Repeat funding secured	Number of successful grant applications	8 (5 were repeat funders)
Independence financial stability improved	Number of paid training sessions delivered	15

It has been a difficult year for funding. Our existing contracts for grant funding from the Office of the Sussex Police & Crime Commissioner (which in turn rely on a grant from the Ministry of Justice) came to an end of this financial year. While some funding will continue for 2025/26, for which we are very grateful, we are no longer in a position to continue to subsidise our outreach service going forward. A number of major trusts and foundations have been closed to new applications, while the criteria for others have tightened in the face of escalating demand, which in some cases has meant we are no longer eligible to apply.

The rising cost of living has also impacted on the amount we have been able to raise through community fundraising. Our revised marketing and fundraising strategy for 2025/26 will look to move to more digital approaches and relying on the valuable contribution of our volunteer fundraising ambassadors.

While we have not been able to fund a training post this year, a programme of domestic abuse awareness and trauma informed practice training has been delivered. We also launched quarterly online webinars along with quarterly advice surgeries for employers, offering free half hour advice sessions on their obligations regarding domestic abuse.

Staffing levels have reduced over this period, reflecting financial pressures so we will end the year with approximately 15.61 FTE staff, compared with 19.36 FTE at the start of the financial year. A training plan and new performance management system has been developed over the course of the year to support staff, particularly as case complexity continues to increase.

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Looking Forward to 2025/26

Following the challenges of 2045/25 our priorities for 2025/2026 are to:

- restore refuge capacity to 2023 levels over the next 3 years, opening at least one new accessible self-contained dispersed refuge with appropriate support. This will be achieved through the purchase of accommodation using designated funds set aside in reserves plus a generous private donation
- offer face to face groups within reasonable travelling distance across West Sussex and will ensure there is no more than one term's wait for online programmes
- develop and deliver a programme of online and face to face awareness and training events including: domestic abuse awareness, trauma informed practice and healthy relationships.
- maintain high satisfaction rates with at least 9 out of 10 of those we support seeing improved outcomes

Financial Situation

After an incredibly difficult year we were pleasantly surprised to finish the year with a deficit in our unrestricted funds that was less than budgeted.

Our refuge in the west of the county closed at the end of the August 2024 and the ambition we had to buy another communal refuge in that area and have it up and running by the end of 2024 had to be paused. The occupancy levels at the existing refuges were considerably below budget levels during this period and this, combined with the uncertainty over statutory funding streams after March 2025, meant that it was prudent to postpone any large capital expenditure projects in 2024/25.

At the end of 2024, we heard that we would not be successful for another three year round of funding from Children in Need. After 20+ years of funding, we were disappointed to hear we were no longer eligible but want to thank Children in Need for all their support over that time.
As a one-off, Children in Need have awarded us a legacy grant for six months in June 2025. This will enable us to compose a toolkit for anyone in the refuge team to be able to support any child coming in to refuge.

Having gone through that uncertain period the future now looks more settled. We have our statutory funding secured until March 2026 and the scope of that funding is broader than before. The occupancy levels at the refuges have improved and new managers have bought new ideas to their services which have refocused the purpose and efficiency of their departments. Although we start the 2025/26 financial year as a smaller organisation than before, we believe we are in a stronger position to face the challenges ahead.

Since the year end we have received a very generous and substantial donation that will kick start our 'Open the Door' campaign. We look to promoting this further as we approach the Autumn of 2025.

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Once again, the generosity of individuals and local organisations who have contributed through donations and fundraising continue to surprise us even in these challenging economic times. Very special thanks goes to The Wickens Family Foundation who continue to support us, to our anonymous donor supporting the purchase of new refuge accommodation, and to Helen Hitchcock, our Patron, who promotes our charity and has raised thousands of pounds in doing so, especially through her Chennai to Goa Rally. Our Fundraising team continue to build relationships in the community and have increased our social media presence.

The Trustee Board is constantly mindful of managing our resources prudently and for best value. The unrestricted funding budget for 2025-2026 has produced a manageable deficit for this year and we hope that further funding will bring this down to a break even position. The Charity has sufficient free reserves to fund the difference between income and expenditure as detailed in the reserves policy below. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

The remuneration of the organisation's senior leadership team was externally benchmarked in 2022. The senior leadership team's pay is reviewed in line with the rest of the organisation. Every 3 - 5 years the salaries will be benchmarked again to ensure they remain in line with market trends.

The Board are committed to paying for key strategic services from our unrestricted reserves for up to six months until alternative funding can be secured. If those outcomes do occur, it will absorb some of the surplus achieved in previous years. The Board are very aware of this and the continually changing situation and are looking at our long-term plan to develop other unrestricted funding streams to provide resilience in our finances.

Conclusion

The board of Trustees would like to express their sincere gratitude to all the staff and volunteers who work so hard to ensure the delivery of a safe and high-quality professional service. The enthusiasm and commitment of both staff and volunteers is appreciated by the Board of Trustees and reflected in the overwhelmingly positive feedback received from service users through our evaluations.

Financial Review

The results of the year are set out in the Statement of Financial Activities on page 21. A deficit of £26,933 (2024 surplus £76,961) was earned in the general unrestricted fund. A deficit of £85,479 (2024 deficit £7,326) occurred in the restricted funds

Reserves Policy

The agreed basis of the reserves policy of Safe in Sussex is that it should protect the continuity of our core work if funding streams, especially short-term grants, are not renewed. This is to give our staff and service users confidence that the charity can continue to provide services. It is also intended to ensure that the organisation can continue to operate during periods of general financial instability such as high wage and cost inflation.

Finally, the policy also considers the long-term objectives of the charity to hold designated funds for expanding services and investing in assets.

To achieve these aims, the reserves requirement is split into several categories (see table below). This includes a designated reserves category the "Capital Purchase Fund" (CPF) which in 2024 was a ring-fenced amount set aside for a deposit on a new communal refuge to replace the rental property which we could no longer afford due to the rent increase. Due to challenges with this approach and the financial impact, the Board have reviewed the plan and agreed that the priority for the organisation should now be on buying outright a small self-contained unit to house a resident unsuitable for communal refuge accommodation. It is intended that further properties will be added to the portfolio in future, as the organisation's financial position allows, to give more options for housing a wider group of residents.

The total reserves requirement calculated for 2025/26 based on the annual budget and the longer term planned spending commitments is £388,901. This is split into general requirements of £188,901 and designated requirements of £200,000.

The unrestricted fund as at 31st March 2025 totalled £1,255,445 (2024 £1,282,378) of which £734,077 (2024 £747,901) was invested in tangible fixed assets. The charity therefore had free reserves of £521,368 (2024 £534,477) of which £200,000 has been designated to future projects. The charity therefore has operational reserves of £521,368 (2024 £534,477), £321,368 allowing for the designated fund. This is greater than the calculated requirement for the year commencing 1st April 2025, so the Trustees are satisfied that the level of reserves is sufficient. Whilst the reserves exceed the calculated requirement, the Trustees do not consider this excessive due to the potential uncertainty over future income streams.

Reason	What might happen?	Level of reserves required	Value for 2025/26
Unforeseen emergencies	Properties need significant maintenance; need to employ extra staff due to sickness etc	General fund suggested	£10,000
Budget deficit / budget contingency	The current budget does not cover the expected expenditure;	The full value of current deficit to be maintained	£28,026
	Costs increase during the year vs budget	Keep 5% of expenditure budget as a contingency	£24,124
	Annual salary review (planned for 1st October) cannot be funded from income	3% of salary costs	£9,751
Future income uncertainty	WSCC contract income ends	Contract now extended to 31/03/2026	£0

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	Refuge housing benefit & service charge income is lower than expected	Current occupancy in budget is 81%.	£26,200
		10% contingency of £262k	
	Grants are not renewed leading to need to fund activity from reserves	For grants of less than 12 months duration, keep a further 6 months of costs in reserve. Provision for non-renewal of PCC Community Group and Outreach grants which end 31/3/2026	£70,800
Refuge maintenance	Further maintenance of buildings needed over and above budget	Significant work has been done in prior years. Maintain reserves of £20k due to potential damp rectification	£20,000
SUB-TOTAL GENERAL EXPENDITURE RESERVES			**£188,901**
Capital purchase fund	Purchase self-contained flat to house residents unsuitable for refuge	Designated fund to enable organisation to purchase a self-contained flat	£200,000
SUB-TOTAL DESIGNATED RESERVES			**£200,000**
TOTAL RESERVES REQUIRED AS AT 1st APRIL 2025			**£388,901**
RESERVES BALANCE AS AT 31st MARCH 2025			£521,368
SURPLUS / (SHORTFALL) IN REQUIRED RESERVES			**£132,467**

Risk Management

The trustees have a standing agenda item on risk management at Board meetings, as well as a dedicated committee focusing on risk and compliance. Trustees continue to identify the major risks to which the charity is exposed and constantly review the systems which are in place to mitigate those risks. The over-riding risk management policy document and risk register has been updated to include a more comprehensive operational, governance and financial risk policy document, which is regularly reviewed.

Public Benefit

The current activities of the charity are detailed in the Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the company's aims and objectives and in planning future activities.

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Trustees' Financial Responsibilities

The Trustees (who are also Directors of Worthing Women's aid for the purpose of company law) are responsible for preparing the Directors' and Trustees report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (generally accepted accounting practice).

Company law requires the Trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

Approval

The report of the Directors and Trustees has been prepared taking advantage of the small company exemption in Section 415A of the Companies Act 2006

The report was approved by the Trustees on 17th September 2025 and signed on their behalf by

Leslie Groves Williams

Leslie Groves-Williams (Chair of Trustees)

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 March 2025

Independent examiner's report to the Trustees of Worthing Women's Aid Trading as Safe In Sussex ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company 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 the company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts 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 accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: Kreston Reeves LLP Dated: 8 October 2025

Lucy Hammond BSc FCA

Kreston Reeves LLP

Chartered Accountants
9 Donnington Park, 85 Birdham Road, Chichester, PO20 7AJ

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Grants, Donations and Legacies	3	**32,951**	**252,173**	**285,124**	420,448
Charitable activities	4	**384,204**	**-**	**384,204**	488,115
Other trading activities	6	**33,129**	**-**	**33,129**	35,672
Investments	7	**11,156**	**-**	**11,156**	11,587
Total income		**461,440**	**252,173**	**713,613**	955,822
Expenditure on:					
Raising funds		**46,334**	**-**	**46,334**	45,625
Charitable activities	8	**442,039**	**337,652**	**779,691**	840,602
Total expenditure		**488,373**	**337,652**	**826,025**	886,227
Net movement in funds		**(26,933)**	**(85,479)**	**(112,412)**	69,595
Reconciliation of funds:					
Total funds brought forward		**1,282,378**	**187,517**	**1,469,895**	1,400,300
Net movement in funds		**(26,933)**	**(85,479)**	**(112,412)**	69,595
Total funds carried forward		**1,255,445**	**102,038**	**1,357,483**	1,469,895

Included within unrestricted funds are £200,000 of designated funds, please see note 16 for more detail.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 41 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)
Registered number: 04691516

Balance sheet
As at 31 March 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	13		**734,077**		747,901
			734,077		747,901
Current assets					
Debtors	14	**19,934**		22,362	
Cash at bank and in hand		**627,043**		720,309	
		646,977		742,671	
Creditors: amounts falling due within one year	15	**(23,571)**		(20,677)	
Net current assets			**623,406**		721,994
Total assets less current liabilities			**1,357,483**		1,469,895
Total net assets			**1,357,483**		1,469,895
Charity funds					
Restricted funds	16		**102,038**		187,517
Unrestricted funds	16		**1,255,445**		1,282,378
Total funds			**1,357,483**		1,469,895

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)
Registered number: 04691516

Balance sheet (continued)
As at 31 March 2025

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

K Brown

.....
Karen Brown
Treasurer
Date: 17th September 2025

The notes on pages 25 to 41 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	18	**(97,480)**	(15,746)
Cash flows from investing activities			
Interest received		**11,156**	11,587
Purchase of tangible fixed assets		**(6,942)**	(56,004)
Net cash provided by/(used in) investing activities		**4,214**	**(44,417)**
Change in cash and cash equivalents in the year		**(93,266)**	**(60,163)**
Cash and cash equivalents at the beginning of the year		**720,309**	780,472
Cash and cash equivalents at the end of the year	19	**627,043**	720,309

The notes on pages 25 to 41 form part of these financial statements

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Notes to the financial statements
For the year ended 31 March 2025

1. General information

The charity is a private company, limited by guarantee, incorporated in England and Wales within the United Kingdom. The Trustees of the company are the members of the company named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is Rear of 1-7 Elm Park, Ferring, Worthing, West Sussex, BN12 5RN.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worthing Women's Aid trading as Safe In Sussex meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held for 12 months from authorising these financial statements

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Office equipment	- 25% straight line
Property improvements	- 20% straight line

Freehold land is carried at cost and is not depreciated.

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2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

3. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Donations	31,951	480	**32,431**
Legacies	1,000	-	**1,000**
Grants	-	251,693	**251,693**
	32,951	252,173	**285,124**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	26,002	480	26,482
Grants	88,858	305,108	393,966
	114,860	305,588	420,448

4. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £
Refuge and Community Groups	384,204	**384,204**

	Unrestricted funds 2024 £	Total funds 2024 £
Refuge and Community Groups	488,115	488,115

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Notes to the financial statements
For the year ended 31 March 2025

5. Analysis of income from charitable activities by type of income

	Unrestricted funds 2025 £	Total funds 2025 £
Refuge - Housing Benefit	216,647	**216,647**
Refuge - other income	62,225	**62,225**
Training income	7,200	**7,200**
Service charge	8,893	**8,893**
West Sussex County Council Contract	89,239	**89,239**
	384,204	**384,204**

	Unrestricted funds 2024 £	Total funds 2024 £
Refuge - Housing Benefit	340,944	340,944
Refuge - other income	5,181	5,181
Training income	1,440	1,440
Service charge	17,241	17,241
West Sussex County Council Contract	123,309	123,309
	488,115	488,115

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £
Fundraising income	33,129	**33,129**

	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising income	35,672	35,672

Worthing Women's Aid Trading as Safe In Sussex
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Notes to the financial statements
For the year ended 31 March 2025

7. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Interest receivable	11,156	**11,156**

	Unrestricted funds 2024 £	Total funds 2024 £
Interest receivable	11,587	11,587

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Refuge and Community Groups	442,039	308,041	**750,080**
Children support services	-	29,611	**29,611**
	442,039	337,652	**779,691**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Refuge and Community Groups	527,688	276,463	804,151
Children support services	-	36,451	36,451
	527,688	312,914	840,602

Worthing Women's Aid Trading as Safe In Sussex
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Notes to the financial statements
For the year ended 31 March 2025

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Refuge and Community Groups	429,221	320,859	**750,080**
Children support services	1,978	27,633	**29,611**
	431,199	348,492	**779,691**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Refuge and Community Groups	418,228	385,923	804,151
Children support services	1,952	34,499	36,451
	420,180	420,422	840,602

Analysis of direct costs

	Refuge and Community Groups 2025 £	Children support services 2025 £	Total funds 2025 £
Staff costs	417,817	-	**417,817**
Computer costs	100	-	**100**
Office expenses	1,435	675	**2,110**
Travel	4,599	-	**4,599**
Training	3,270	-	**3,270**
Outings/Activities	-	1,053	**1,053**
Supervision	2,000	250	**2,250**
	429,221	1,978	**431,199**

Worthing Women's Aid Trading as Safe In Sussex
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Notes to the financial statements
For the year ended 31 March 2025

9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Refuge and Community Groups 2024 £	Children support services 2024 £	Total funds 2024 £
Staff costs	399,210	-	399,210
Sundry	2,711	-	2,711
Office expenses	2,279	-	2,279
Travel	3,971	-	3,971
Training	7,757	-	7,757
Outings/Activities	-	1,302	1,302
Supervision	2,300	650	2,950
	418,228	1,952	420,180

Analysis of support costs

	Refuge and Community Groups 2025 £	**Children support services 2025 £**	**Total funds 2025 £**
Staff costs	107,096	27,057	**134,153**
Depreciation	20,766	-	**20,766**
Telephone	10,689	563	**11,252**
Legal fees	6,931	-	**6,931**
Establishment costs	59,317	13	**59,330**
Light and heat	17,879	-	**17,879**
Insurance	6,284	-	**6,284**
Repairs and maintenance	47,034	-	**47,034**
Cleaning	2,303	-	**2,303**
Computer costs	25,927	-	**25,927**
Printing, postage and stationery	3,128	-	**3,128**
Equipment	4,708	-	**4,708**
Office expenses	(22)	-	**(22)**
Travel	2,443	-	**2,443**
Governance costs	6,376	-	**6,376**
	320,859	27,633	**348,492**

During the year, of total costs £337,652 were restricted (2024: £312,914).

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Refuge and Community Groups 2024 £	Children support services 2024 £	Total funds 2024 £
Staff costs	118,011	33,657	151,668
Depreciation	12,423	-	12,423
Telephone	12,048	152	12,200
Legal fees	4,854	-	4,854
Establishment costs	87,710	469	88,179
Light and heat	28,106	-	28,106
Insurance	7,202	-	7,202
Repairs and maintenance	58,440	-	58,440
Cleaning	2,922	-	2,922
Computer costs	23,663	-	23,663
Printing, postage and stationery	3,957	-	3,957
Equipment	9,154	-	9,154
Office expenses	7,758	-	7,758
Travel	4,408	221	4,629
Governance costs	5,267	-	5,267
	385,923	34,499	420,422

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £3,025 (2024 - £2,880).

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Notes to the financial statements
For the year ended 31 March 2025

11. Staff costs

	2025 £	2024 £
Wages and salaries	**542,155**	541,058
Social security costs	**34,906**	34,665
Contribution to defined contribution pension schemes	**18,179**	18,331
	595,240	594,054

The average number of persons employed by the company during the year was as follows:

	2025 No.	2024 No.
Total	**28**	28

No employee received remuneration amounting to more than £60,000 in either year.

The total remuneration of key management personnel was £49,292 (2024 - £48,442).

During the year ended 31 March 2025, redundancy payments were made of £5,738.

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £25 were reimbursed or paid directly to 1 Trustee (2024 - £155).

Worthing Women's Aid Trading as Safe In Sussex
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Notes to the financial statements
For the year ended 31 March 2025

13. Tangible fixed assets

	Freehold property £	Office equipment £	Property Improvements £	Total £
Cost or valuation				
At 1 April 2024	**749,276**	**22,864**	**88,498**	**860,638**
Additions	**-**	**4,242**	**2,700**	**6,942**
At 31 March 2025	**749,276**	**27,106**	**91,198**	**867,580**
Depreciation				
At 1 April 2024	**60,556**	**15,535**	**36,646**	**112,737**
Charge for the year	**6,294**	**2,450**	**12,022**	**20,766**
At 31 March 2025	**66,850**	**17,985**	**48,668**	**133,503**
Net book value				
At 31 March 2025	**682,426**	**9,121**	**42,530**	**734,077**
At 31 March 2024	688,720	7,329	51,852	747,901

14. Debtors

	2025 £	2024 £
Due within one year		
Other debtors	**8,229**	15,564
Prepayments and accrued income	**11,705**	6,798
	19,934	22,362

15. Creditors: Amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	**8,362**	8,829
Other creditors	**8,235**	5,541
Accruals and deferred income	**6,974**	6,307
	23,571	20,677

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Notes to the financial statements
For the year ended 31 March 2025

16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
Designated funds				
Capital Purchase Fund	200,000	-	-	200,000
General funds				
General Funds	1,082,378	461,440	(488,373)	1,055,445
Total Unrestricted funds	1,282,378	461,440	(488,373)	1,255,445
Restricted funds				
Children's Support Service	7,220	26,468	(29,611)	4,077
The 7 Stars Foundation	2,364	-	(159)	2,205
Another Way Women	1,690	-	(600)	1,090
Garfield Weston	6,000	-	(6,000)	-
PCC Intervention & Recovery Programme	81,982	110,944	(192,926)	-
Sussex Community Foundation	9,952	-	-	9,952
Eaton Fund	2,499	5,000	(4,070)	3,429
PCC Womens IDVA	20,909	-	(20,909)	-
Mid Sussex District Council	-	3,255	(3,255)	-
The Big Give	6,160	-	(6,160)	-
PCC IDVA Provision	48,741	67,954	(63,962)	52,733
West Sussex County Council	-	28,552	-	28,552
PCC Triage Worker	-	10,000	(10,000)	-
	187,517	252,173	(337,652)	102,038
Total of funds	1,469,895	713,613	(826,025)	1,357,483

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
Designated funds				
Capital Purchase Fund	200,000	-	-	200,000
General funds				
General Funds	1,005,457	650,234	(573,313)	1,082,378
Total Unrestricted funds	1,205,457	650,234	(573,313)	1,282,378
Restricted funds				
Children's Support Service	5,317	34,673	(32,770)	7,220
The 7 Stars Foundation	-	2,500	(136)	2,364
Children in Need Covid Response	10,875	-	(10,875)	-
Another Way Women	-	3,890	(2,200)	1,690
Garfield Weston	-	25,000	(19,000)	6,000
PCC Intervention & Recovery Programme	76,779	110,943	(105,740)	81,982
PCC Safe Spacing Funding	-	10,468	(10,468)	-
Sussex Community Foundation	9,952	-	-	9,952
Eaton Fund	3,191	5,000	(5,692)	2,499
PCC - Community groups	15,855	-	(15,855)	-
PCC Womens IDVA	21,665	39,000	(39,756)	20,909
The Big Give	10,287	6,160	(10,287)	6,160
PCC IDVA Provision	40,922	67,954	(60,135)	48,741
	194,843	305,588	(312,914)	187,517
Total of funds	1,400,300	955,822	(886,227)	1,469,895

16. Statement of funds (continued)

Designated Fund

The designated fund represents £200,000 for a Capital Purchase Fund. This is to fund the purchase of a property to be used as refuge accommodation.

Restricted Funds

Children's Support Service
BBC Children in Need
This grant came to an end in January 2025. We were disappointed that due to changes to the BBC Children in Need grant criteria, we were no longer eligible to received this grant. However since the year end we have been awarded a legacy grant for 6 months to provide a lasting project resource that can be used in the refuge.
This fund also represents donations etc given towards the running of the children's service, but in particular to fund larger activities and toys and equipment for the playroom.
Children in Need Covid Response
This is a fund of money given to support children and young people in the community who are affected by domestic abuse and as a result of the pandemic. This project was finished last year.
Police and Crime Commissioner - Safe Space Funding
This was a grant awarded and spent in the year that enabled us to have specific training on management development, enhance our database and provide some laptops for our staff.
Sussex Community Foundation
This grant is to support our children's work.
Eaton Fund
We are delighted to continue with the pupose of this grant which enables us to buy essential items for the women that we work with. A third amount of £5,000 was received in May 2024.
Police and Crime Commissioner - Community Groups
This was given to us as a one-off grant to support our community group work. This completed in the previous year.
Police and Crime Commissioner - Women's IDVA
The funding to employ a Women's IDVA came to an end in the autumn of 2024.
The Big Give
This campaign has helped fund some of our Community group work. This funding was all used up in April 2024.
Police and Crime Commissioner - IDVA provision
The grant provides for 2 specialist IDVA positions and to support our work in the Community.
Police and Crime Commissioner - Intervention & Recovery Programme
This grant funds our IDVA led Outreach service and to support our work in the Community. The funding has been agreed until March 25.
Garfield Weston Foundation
We were delighted to be awarded this grant which goes towards the operating core costs of the charity. This grant is now complete.
The 7 Stars Foundation
We were greatful to receive this grant which means we can support our families to undertake exciting activites outside of the refuge.
Another Way Womens' Foundation
This grant was to enable us to train some of our staff to deliver a specific Domestic Abuse programme to support the women in the refuge.
Mid Sussex District Council (MSDC)
This funding enabled us to run one of our educational community groups within the mid sussex area for one term.
Police and Crime Commissioner - Triage Worker
This funding enabled us to provide extra support towards the IDVA led Outreach service and ended on 31st March 2025.

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

16. Statement of funds (continued)

West Sussex County Council
This grant is to enable us to receive financial support for a room being available in the refuge to support a women who has no recourse to public funds. The project is to last until 31 March 2026.

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	734,077	-	**734,077**
Current assets	544,939	102,038	**646,977**
Creditors due within one year	(23,571)	-	**(23,571)**
Total	1,255,445	102,038	**1,357,483**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	747,901	-	747,901
Current assets	555,154	187,517	742,671
Creditors due within one year	(20,677)	-	(20,677)
Total	1,282,378	187,517	1,469,895

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Notes to the financial statements
For the year ended 31 March 2025

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(112,412)**	69,595
Adjustments for:		
Depreciation charges	**20,766**	12,423
Interest received	**(11,156)**	(11,587)
Decrease in debtors	**2,428**	1,851
(Decrease)/Increase in creditors	**2,894**	(88,028)
Net cash used in operating activities	**(97,480)**	(15,746)

19. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	**627,043**	720,309
Total cash and cash equivalents	**627,043**	720,309

20. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**720,309**	**(93,266)**	**627,043**
	720,309	**(93,266)**	**627,043**

21. Capital commitments

	2025 £	2024 £
Contracted for but not provided in these financial statements		
Property improvements	**-**	2,700

Notes to the financial statements
For the year ended 31 March 2025

22. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £18,179 (2024 - £18,331). Contributions totalling £2,390 (2024 - £nil) were payable to the fund at the balance sheet.

23. Operating lease commitments

At 31 March 2025 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Not later than 1 year	**32,816**	45,016
Later than 1 year and not later than 5 years	**64,085**	98,471
	96,901	143,487

24. Related party transactions

There were no related party transactions in the year that require disclosure under SORP 2019 (FRS 102).

WORTHING WOMEN'S AID

England & Wales - Charity number 1098726

Accounts

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Registered number: 04691516
Charity number: 1098726

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 March 2024

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2024

The Trustees of Safe in Sussex are pleased to present their annual report together with the financial statements for the year ended 31 March 2024. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP2019) Accounting and Reporting by Charities FRS102, the Charities Act 2011 and the Companies Act 2006.

Reference and Administration details of the Charity

Charity number:	1098726
Registered Number:	04691516
Principal Office	The Rear of 1 to7 Elm Park Ferring Worthing West Sussex BN12 5RN

Directors/Trustees

The Directors of the company are its Trustees for the purpose of Charity Law. The Trustees who served during the year were as follows:

Trustee	Trustee Role	Appointment Date	Resigned
Leslie Groves Williams	Chair	13/1/2020	
Sam Walker	Policy Trustee	14/4/2015	26/3/2024
Karen Brown	Treasurer	19/4/2021	
Tana Jackson	Company Secretary	19/7/2021	
Liz Hall	Deputy Chair	7/9/2022	
Deborah Binks-Moore	Trustee	30/11/2022	
Katrina Haines	HR Trustee	22/2/2023	
Celine Thomas	Legal Trustee	17/11/2023	26/8/2024
Manisha Patel	Property Investment	20/3/2024	
Sandra Abbey	Safeguarding	20/3/2024	
Charlotte Carp	Trustee	20/3/2024	

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Mia Motter	Trustee	19/10/2022	8/12/2023
Jennifer Ashton	Trustee	28/4/2023	17/11/2023
Suzanne Kropf	Trustee	21/11/2011	17/11/2023

Structure, governance and management

The charity is constituted as a company limited by guarantee. It has no share capital and is therefore governed by a memorandum and articles of association which is dated 10th March 2003. The Articles and Memorandum of Safe in Sussex were reviewed and updated in 2022 and amendments were approved by the Charity Commission. The liability of each member in the event of the winding up is limited to £1.

The Charity is administered by the Trustee Board, which allows for up to 12 elected Trustees (Directors) who currently meet every six weeks. Others attend the meeting on invitation of the Trustees and are non-voting observers. The Trustees are elected by the members and hold office for three years and are eligible for re-election. The Trustees have the power to co-opt further members to serve on the Trustee Board up to a maximum of three terms.

Three new Trustees joined the Board this financial year with excellent relevant skills and experience. They replaced trustees who had reached the end of their term or who stood down for other reasons. The focus of recruitment has been on ensuring that each Board member brings a specific area of expertise required for delivery of our Strategic Plan. A skills and diversity audit was conducted in 2022 and this has continued to be used to guide recruitment as Board members retire from their roles. There is one position for a former service user on the Board (currently vacant as we seek to replace our former trustee who has timed out) and nearly all trustees bring lived experience of domestic abuse either from within their immediate family or through supporting extended family members or close friends.

Induction for new Trustees is subject to a formal procedure, targeted at the specific needs of the organisation, using REACH volunteering and local volunteer sites to attract the right candidates with the right skills and backgrounds.

The Trustees continue to work hard and make good progress regarding the review of their governance effectiveness against principles as set out in the Charity Governance Code. The charity has formally signed up to the code and will continue with an annual self-assessment at an annual away day. All trustees receive an induction and continuing development programme. One or two away days are now held each year to monitor and set the broad direction for the

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organisation, as well as to monitor the working of the Board and to provide ongoing capability building to ensure trustee knowledge and skills are kept up to date. Furthermore, we have introduced mandatory in-depth safeguarding training for trustees, alongside our existing induction training package. Trustees have also committed to making the most of free or low cost training to take one additional trustee training per year after their first year.

Trustees are responsible for the strategic direction of the organisation and the production of the overall strategic policy, in consultation with the senior management team. The Trustees ensure that any major decisions and developments are made in line with the Charity Commission's public benefit guidance, Safe in Sussex's Strategic Plan or are in sympathy with the overall aims and objectives.

Administrative procedures continue to have been improved to ensure that all decisions made and actions required are systematically followed up on both between and at each Board meeting. All Trustee decisions are minuted and tracked as an integral part of the governance process. Operational decisions are delegated to the CEO and senior management team who are required to regularly report to the Trustee Board.

The Board continues to regularly input into and review an overarching Risk Register for all areas of the organisation. A section is planned to be reviewed at each Board meeting, meaning all sections will be reviewed on an annual basis. The Board has also updated our committee/working group areas of focus to reflect changing organisational needs.

The Board has continued to conduct an annual staff engagement survey and follow up pulse survey. Feedback by staff has allowed governors and management to take appropriate actions to improve staff engagement and to improve our learning and impact. Trustees continue to review organisational policies on rotation to ensure that policies remain up to date, appropriate and relevant.

The organisation remains vigilant of any potential conflicts of interest. No conflicts of interest have arisen during this financial year.

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2024

Objectives and activities

Established in 1977, Worthing Women's Aid, now trading as Safe in Sussex, has the following objectives:

1. **Increase community knowledge** of domestic abuse and healthy relationships (service providers, businesses, schools, general public); and i**ncrease community ability and capacity to take action to prevent and respond to domestic abuse** (including schools, frontline public service professionals)
2. **Increase awareness of our services** to ensure that those who need to access our services are able to get support in a timely and holistic way.
3. **Deliver holistic, services with a whole family approach.** This encompasses **prevention** (schools, outreach)**, crisis response** (helpline, refuge)**, support, including peer support,** (refuge, community groups) **and recovery** (groups)
4. **Improve inclusivity** of Safe in Sussex services (through reducing barriers for male and female victims/survivors, including minority ethnic communities, LGBTQ+ communities, and those with complex needs as well as through engaging clients systematically in quality assurance, and, for example, in translation of core literature).

These objectives are being reviewed in 2024 as one 3-year planning cycle comes to an end, with the next due to commence in 2025/26.

Outcomes

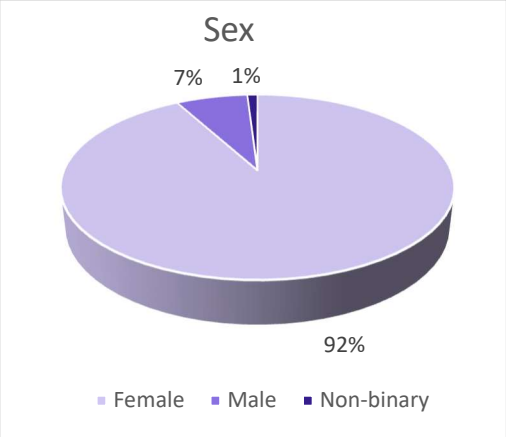
Safe in Sussex managed 1,068 referrals in 2023/24 providing ongoing support to 630 adults and children.

Demographic data

We ask our clients to provide demographic information so we can assess the extent to which our services reflect the local community and to identify any potential barriers to our service.

Sex of adults supported

As our refuge and group services are available only to women, it is not surprising that women make up 92% of those who use our service. Our 1-2-1 community outreach service is also available to men. We work closely in partnership with other services where we cannot meet need e.g. with Mankind on



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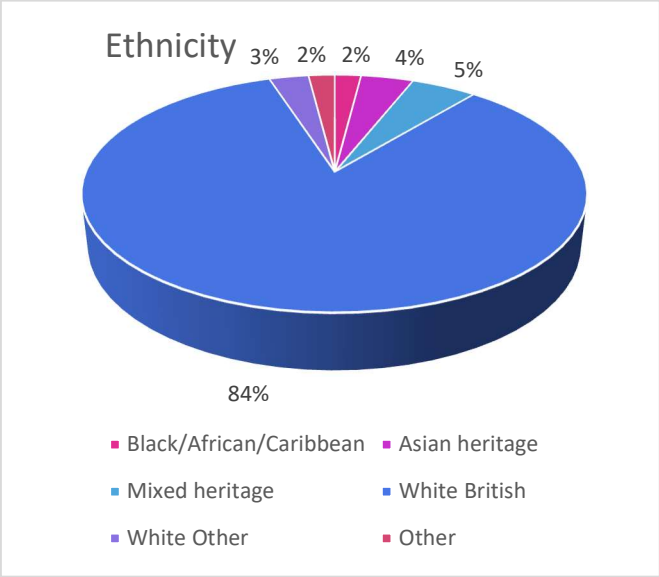
services for men and with Paragon who provide dispersed safe accommodation in West Sussex for when our communal refuges are either full or would not effectively meet a potential resident's needs.



Ethnic Origin

84% of those seeking help from Safe in Sussex were happy to provide data on their ethnic origin.

The profile of those we supported broadly reflects the make up of West Sussex, a county in which the 2021 census recorded that: 91% of the population was white, 4.3% of Asian heritage, 1.3% identified as Black/African/ Caribbean, 2.4% of mixed heritage and 1% other.

A 2024-25 priority is to make better links with minoritised communities and the services who support them to ensure our services are culturally appropriate and sensitive to diverse needs.

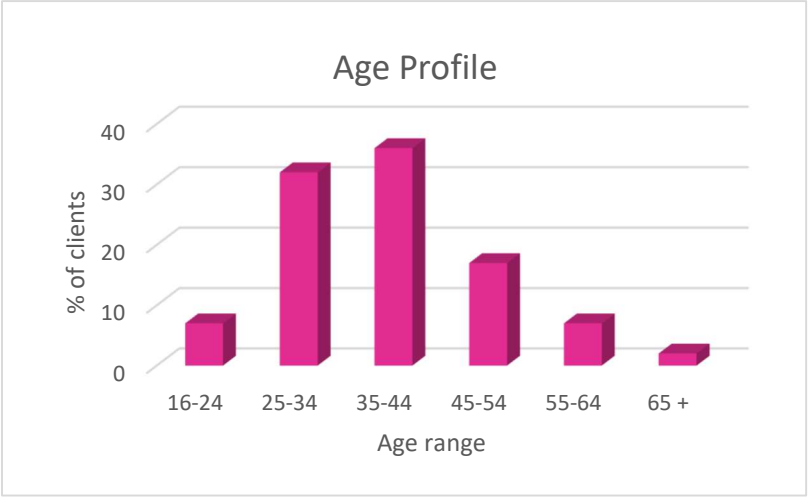
Health

There is an established link between domestic abuse as a causative factor of poor mental health. Nearly 1 in 3 of our clients reported poor mental health requiring support. 71 clients were managing poor physical health, 27 were living with a long-term disability and 40 reported a learning disability.

Age & Parenthood

The age of those who have used our services over the past year have ranged from 17 to over 80.

The majority of clients are in their 20s-40s. Between them our clients were caring for 819 children. While we only provide services directly to children within our refuges, parents benefitting from any of our services have access to



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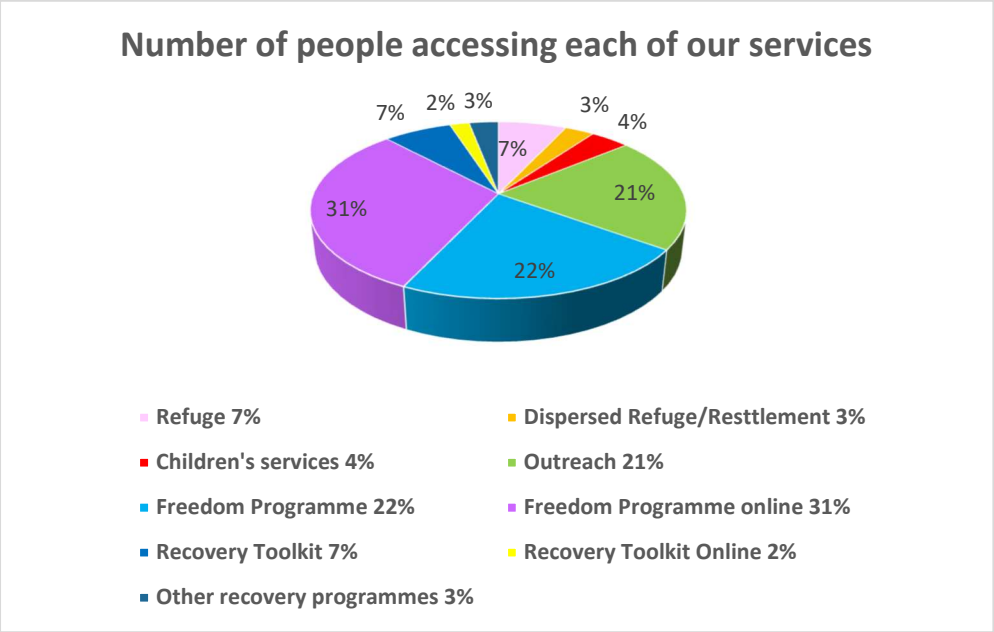
information, advice and support on the impact of domestic abuse of children and on parenting issues.

The vast majority of those who use our services do so through our community groups – 486 people. In addition to our trained facilitators, we now have a dedicated support worker attending groups on a regular basis so that participants who need additional one to one outreach support can receive it quickly.

We supported 161 people through our 1-2-1 community outreach service and 86 women and children in our refuges.



Our strategic plan highlights the outcomes that Safe in Sussex seeks to achieve. The strategic plan is supported by a monitoring and evaluation framework that provides results indicators for each outcome. The tables below highlight the principal indicators under each of our service outcomes. The subsequent text provides qualitative and quantitative data to demonstrate progress towards meeting out strategic outcomes.

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Outcome 1: People living in West Sussex have increased knowledge about domestic abuse and healthy relationships		
Outputs	**Output indicators**	**Numerator**
People accessing SIS community group programmes report increased knowledge of domestic abuse	Percentage of Freedom programme participants who reported increased knowledge of domestic abuse and its impact and said they could now identify abusive behaviour	100%
People in the community have increased knowledge on types and impact of abusive behaviour	Number of times SIS invited to present at community groups such as WI, etc.	20

During this year we have continued to deliver our Community Group programmes across the county of West Sussex with a combination of online and face-to-face available. We will be resuming an in-person group in Mid Sussex in 2024/25.

The 10 week Freedom Programme is open to any woman who wants to find out more about domestic abuse. 412 women attended sessions in 2023/24. 100% of programme participants said the programme had helped them understand domestic abuse and its impact and enabled them to identify abusive behaviours. 95% said the programme had had a positive impact on their lives and would enable them to identify the early warning signs of an abusive relationship while 90% said that their self-esteem and confidence had improved.

Women who have completed programme evaluations told us of the positive impact they have experienced through attending the group programme:

"Mentally and emotionally I am stronger now."

"It has helped me recognise and understand domestic abuse. [There were] things I didn't realise was abuse, I just thought it was normal. Realising that things haven't been my fault"

"It has taught me some abusive behaviours I was not aware of and made me feel like I am not alone."

"I don't feel so alone. I can vocalise to friends and family and stand up for myself calmly."

After completion of the Freedom Programme, women who have left an abusive relationship may go on to attend our 12 week Recovery Toolkit sessions. 74 women attended this year. Again the response to the programme was overwhelmingly positive, with 93% of participants reporting improved confidence and self-esteem:

"I have the confidence to do things by myself now."

"I understand my feelings better and can manage difficult situations more calmly."

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"I have done things for myself and not felt guilty about it. I can set boundaries and can say no to things I don't want to do."

We have continued to be proactive in sharing understanding of domestic abuse in the local community, including awareness events at supermarkets and talks at community groups, directly engaging with over 500 people.

Outcome 2: People living in West Sussex have increased awareness about where people can go for help and that they are entitled to get help as victims/survivors		
Outputs	**Output indicators**	**Numerator**
People living in West Sussex recognise that they are in an abusive relationship and make informed choices moving forward	Number of referrals made to SIS	1068
	Number of referrals made by SIS to other DA services	70
CYP/Adults who have accessed support from SIS share their experiences across various mediums to encourage others to take up support & reduce stigma of asking for help	Number of attendees attending the Lived Experience Group of former clients who advise us on our services	8
	Survivors give permission to share anonymised stories	36
West Sussex residents know that SIS can provide help	Increased interaction on website referral page, social media, public events e.g. fundraising, knowledge of what help provided and how to access it	**Facebook** Reach 95,113 an increase of 191.3% over 2022/23 Followers 2,514 – a 6% increase Posts 303 – a decrease of 37.8% Median Facebook post interactions – 7, an increase of 40% Link clicks 617, increase of 48.3% **Instagram** Reach 1,905 an increase of 17.2% Followers 663 - an increase of 20% up from 554 Posts 216 – a decrease of 35.9% Median interactions – 5, an increase of 25%

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<td>West Sussex residents report knowledge of SIS services with up-to-date information on what services are provided and how to access support</td>
<td>Local referral sources
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Our referral sources demonstrate that the value of our services is widely known among our partners. In addition, the high proportion of self-referrals shows that people who need support, know we are there. The high number of referrals from West Sussex County Council's high risk domestic abuse service demonstrates the value of Safe in Sussex as a step down service, with referrals to our Freedom Programme also made through the Council's single front door to its adult social care and children's services.

The high volume of referrals from both statutory and voluntary mental health services reflects the increasing complexity of mental health need we are seeing amongst those who seek our support: this will be a priority for staff training in 2024/25. Complexity of need has been a factor in the length of time residents have been staying in our refuges with residents staying on average 15% longer than in 2022/23.

While we have reduced the number of posts made on Facebook and Instagram, we have focused more on the quality such as shout outs for specific needs in our refuges and promoting events

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and services, especially the positive work done with children – this has resulted in higher levels of interaction with our content despite fewer posts.

Our Lived Experience Group of former clients who advise us on our services continues to meet quarterly. The safe dating guide the group have produced will be launched in October 2024 as part of Domestic Abuse Awareness month and the group have also fed into the development of a revised Safe in Sussex website.

Outcome 3: People living in West Sussex who have been affected by domestic abuse take action		
Outputs	**Output indicators**	**Numerator**
People in West Sussex have increased confidence & empowerment to not revert to an abusive relationship	Participants of Freedom Programme report they are able to identify the early warning signs of an abusive relationship	95% of those who completed the evaluation form stated they would be able to identify the signs of an abusive relationship
People who come through refuge and outreach services go through the judicial system	Number of applications for court orders/orders made.	Support for 24 applications for court orders was given. 18 orders were made
People affected by domestic abuse contact SIS	Number of self-referrals to SIS services	328 – this is a 22% increase on 22/23

We have seen a 22% increase in self-referrals, reflecting the prevalence of domestic abuse in West Sussex and the visibility of the charity. Self-referrals accounted for nearly all of the referrals to our 1-2-1 community outreach service.

This increase in volume has been difficult to manage and briefly required the closing of our 1-2-1 outreach service waiting list. The outreach team responded to this challenge by developing and trialing a triage process. This successfully reduced waiting times and ensured clients were directed to the right service more quickly. Partial funding has been secured from the Office of the Sussex Police & Crime Commissioner to maintain the triage process for 2024/2025.

"I feel like I have had a comfort blanket of support around me. I have learnt that what I thought was normal for 30+ years, was actually abuse. I now feel empowered to .... actually stand up for myself and move forward."

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"[My support worker] has been my strength my voice when I needed her, she is an inspiration to the world,.....[she] has inspired me to be strong and have my voice heard, be brave, be who I want to be and shown me the support that is available out there. No words can describe how incredibly amazing [she] is. If I'm ever feeling down I will always think of who empowered me again."

Increasing victim confidence in the criminal justice system is the area where we find it most difficult to make a positive impact, able to achieve this in only 25% of cases where clients completed an evaluation form. Issues such as a lack of prosecutions, enforcement action and court delays are all factors. We supported 100 clients with family law proceedings, 36 with civil justice outcomes and 51 with criminal justice proceedings – but only 18 orders were made. Despite an average of 7 breaches of court orders, no successful prosecutions were recorded.

Outcome 4: People living in West Sussex are able to access an effective co-ordinated statutory and voluntary service provision			
Outputs	**Output indicators**	**Numerator**	
Services in Sussex (e.g. GP, social care, housing etc.) have increased understanding on how to support people affected by domestic abuse	SIS represented at and contributes to other agency meetings	53	

We are continuing to develop our partnership working with statutory and voluntary services to promote an effective provision in West Sussex. This includes participating in the Sussex Police Victim hubs which seek to ensure there is clear leadership in the support for complex cases requiring multi-agency support and attending strategic West Sussex multi-agency meetings covering issues such as homelessness and early help.

Outcome 5: SIS is an inclusive survivor led organisation with a whole family approach		
Outputs/outcomes	**Output indicators**	**Numerator**
Clear mission statement about who SIS works with	Publicity material, social media, website with accessibility tool	Website has accessibility tool and funding secured for development of new website.

Between them our clients in 2023/24 were parenting over 800 children. Our community group programmes include sessions on parenting and the impact of domestic abuse on children. In our

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refuges our children's workers ensure that children are treated as victims of domestic abuse in their own right, providing supported play and arts and crafts activities to help children express their feelings, come to terms with their experiences and explore coping mechanisms.

Again, feedback from clients on the impact of this support is positive:

"Mummy, I know you're getting better, because when I talk, you look at me"

"She's more open now – she comes to talk to me – before she kept everything bottled up"

Outcome 6: SIS has the financial (and human) resources to meet the core strategic objectives		
Outputs	**Output indicators**	**Numerator**
Repeat funding secured	Number of successful grant applications	12 (11 were repeat funders)
Independence financial stability improved	Number of paid training sessions delivered	Training Co-ordinator employed April 2023, but not maintained.

Funding from the Ministry of Justice for domestic abuse services, which we have relied on for the past 3 years, comes to an end in March 2025. Future funding levels and allocation methodology are as yet uncertain, so our priority for 2024/25 is developing a fundraising strategy, which can support the long term sustainability of the services we now offer.

We have not been able to sustain the Training Co-ordinator post. This is partly because West Sussex County Council now offer free domestic abuse awareness training to public and voluntary sector staff, along with free online advice and guidance for employers. While welcome, this move has reduced the potential pool of customers for our training offer. We are now implementing a scaled back offer which includes a quarterly online offer and the opportunity to develop bespoke courses on request, which will be delivered on a freelance basis.

We completed our plans to improve/renovate the refuges we own, with updated bathrooms and a kitchen refit now installed. Following our energy review, solar panels are now in place at both owned properties. Addressing staff capacity and capability is a priority for 2024/25 given that staff have been reporting feeling stretched on current staffing levels, especially given the increased complexity of need they are now supporting.

Priorities for 2023-24

We targeted a number of specific priorities in 2023/24

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Funding for prevention work: secure funding for our work with children and young people in schools.	We were only able to secure limited funding for this work and have had to refocus fundraising activities on maintaining our core support services.
Training: roll out our training offer to non-domestic abuse professionals, businesses, voluntary organisations and community groups.	We have had to revise our approach as employing a training officer was no longer a sustainable option financially (see above).
Refuge: purchase dispersed refuge accommodation to provide for people who may not be suitable or find communal refuge living challenging.	We have had to refocus our strategic direction on refuge provision as significant increase in the rental charges for one of our two rented properties has demonstrated that a rental model is unsustainable in the current rental market. We have therefore given notice on the rented property in question.
Client involvement: grow our Lived Experience Group and client involvement offer, including recruitment of lived experience trustees and a range of opportunities including volunteering and training.	Our lived experience group has flourished and members have developed a dating card to help people identify the early warning signs of a potentially abusive relationship. We have taken on a number of new volunteers with lived experience – whose initial focus will be on fund and awareness raising.
Governance: Continue to balance continuity and refreshment of the Board of Safe in Sussex to ensure an active and fully competent Board able to effectively lead strategy implementation and the wider governance of Safe in Sussex.	We have recruited 5 new Board members over the course of the year with expertise in: housing, the law, safeguarding and voluntary sector business development. We have expanded our training requirement for all trustees and held two Away Days. Each year we conduct a governance review and have seen consistent improvements across all performance requirements.

Priorities for 24/25

Our focus in 24/25 will be on ensuring we can manage the increasing demand we have seen in the first part of the 2024/25 financial year, along with the increased complexity of our clients' needs.

- **Making our service offer clear, inclusive and widely understood within the local community**: this will include the development of a new website and promotional

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materials, along with a proactive strategy for stakeholder engagement and partnership development.

- **Developing and maintaining a sustainable funding** model – this is particularly important given the current uncertainty around not only the amount but also the delivery approach of any funding from central government
- **Developing the capacity, capability and welfare of our team**: this will include improved training, communication and ensuring supervision time is adequately prioritized.
- **Developing, resourcing and implementing a single front door to our service** – as work by our community outreach team on a more effective initial triage service has drastically reduced waiting times to access our services.
- **Identifying and opening a new communal refuge** to replace the bed spaces we are losing by not renewing the lease on one of our two rented refuges.
- **Evaluating our Strategic Plan,** which comes to an end in 2025 and using the findings to inform the development of our next Strategic Plan.

Financial Situation

We are pleased to report that we have ended the year with a healthy positive result, having budgeted for a small surplus.

Once again, the generosity of individuals and local organisations who have contributed through donations and fundraising continue to surprise us even in these challenging economic times. Very special thanks goes to The Wickens Family Foundation who continue to support us and to Helen Hitchcock, our Patron, who promotes our charity and has raised thousands of pounds in doing so. Our Fundraising team continue to build relationships in the community and have increased our social media presence.

Our community group work has continued through the support from the MOJ. When this support draws to a close, we will continue to fund this vital work from our reserves for a limited period of time, if we are unable to fund this from other sources.

The children's refuge service funding from Children in Need is drawing to a close early 2025. This provides for two salaried staff to support the children in the refuge. We are very grateful for Children in Need's continuing support and hope that they will be able to fund us for a further 3 years.

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Directors' and Trustees Report
For the Year Ended 31 March 2024

At the start of 2024 we began the process of looking into securing a new property to provide refuge accommodation to replace an existing rented refuge which was not going be financially viable due to a large rent increase. It became clear that our ambition to provide dispersed refuge accommodation or independent facilities in the west of the county would have to take a back seat for the time being. The Trustee Board are always conscious of the temporary time-limited nature of our funding streams and continue to be aware of the constant need for vigilance and caution in their spending plans. Although our financial reserves are secure, we have prepared ~~for~~ a large deficit budget in 2024 in our unrestricted funds. This takes into account a short delay in refuge service provision while one refuge is wound down for closure and the next is ready to take clients. The uncertain financial and political climate at the start of the year make future service delivery of projects dependent on statutory funding beyond 31 March 2025 extremely difficult to predict. The Trustee Board is mindful of managing our resources prudently and for best value during this uncertain period.

After preparing the budget for 2024/25 and reviewing the organisation's financial results for the first six months of the year (to 31st August 2024), the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the next twelve months. Although the budget is anticipating a net deficit and results to date are in line with this, the Charity has sufficient free reserves to fund the difference between income and expenditure. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

The renumeration of the organisation's senior leadership team was externally benchmarked in 2022. The senior leadership team's pay is reviewed l in line with the rest of the organisation. Every 3 - 5 years the salaries will be benchmarked again to ensure they remain in line with market trends.

The Board are committed to paying for key strategic services from our unrestricted reserves for up to six months until alternative funding can be secured. If those outcomes do occur, it will absorb some of the surplus achieved in previous years. The Board are very aware of this and the continually changing situation and are looking at our long-term plan to develop other unrestricted funding streams to provide resilience in our finances.

The Trustees are very grateful to all the organisations, groups and individuals who have raised funds and given donations during this financial year.

Conclusion: The board of Trustees would like to express their sincere gratitude to all the staff and volunteers who work so hard to ensure the delivery of a safe and high-quality professional service. The enthusiasm and commitment of both staff and volunteers is appreciated by the

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Board of Trustees and reflected in the overwhelmingly positive feedback received from service users through our evaluations.

Financial Review

The results of the year are set out in the Statement of Financial Activities on page 20 A surplus of £76,921 (2023 £52,452) was earned in the general unrestricted fund. A deficit of £7,326 (2023 £39,298 surplus) occurred in the restricted funds

Reserves Policy

The agreed basis of the reserves policy of Safe in Sussex is that it should protect the continuity of our core work if funding streams, especially short-term grants, are not renewed. This is to give our staff and service users confidence that the charity can continue to provide services. It is also intended to ensure that the organisation can continue to operate during periods of general financial instability such as high wage and cost inflation. Finally, the policy also considers the long-term objectives of the charity to hold designated funds for expanding services and investing in assets.

To achieve these aims, the reserves requirement is split into several categories (see table 1). This includes a designated reserves category the "Capital Purchase Fund" (CPF) which is a ring-fenced amount set aside for a deposit on a new communal refuge to replace the rental property we have given notice on.

In the year-end report to March 2023 the CPF had been ringfenced to fund a project to purchase a dispersed accommodation. However, as mentioned earlier in this report the previous rental property in the west of the county is no longer financially viable due to the increase in rent proposed by the landlord, the Board have agreed that the priority for the organisation should be to purchase a new multiple occupancy refuge in a similar area.

The total reserves requirement calculated for 2024/25 based on the annual budget and the longer term planned spending commitments is £410,067. This is split into general requirements of £210,067 and designated requirements of £200,000.

The unrestricted fund as at 31st March 2024 totalled £1,282,378 (2023 £1,205,457) of which £747,901 (2023 £704,320) was invested in tangible fixed assets. The charity therefore had free reserves of £534,477 (2023 £501,137) of which £200,000 has been designated to future projects. The charity therefore has operational reserves of £534,477 (2023 £501,137), £334,477 allowing for the designated fund. This is greater than the calculated requirement for the year commencing 1st April 2024, so the Trustees are satisfied that the level of reserves

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is sufficient. Whilst the reserves exceed the calculated requirement, the Trustees do not consider this excessive due to the potential uncertainty over future income streams.

Reason	What might happen?	Level of reserves required	Value for 2024/25
Unforeseen emergencies	Properties need significant maintenance; need to employ extra staff due to sickness etc	General fund suggested	£10,000
Budget deficit / budget contingency	The current budget does not cover the expected expenditure;	The full value of current deficit to be maintained	£106,769
	Annual salary review (planned for 1st October 2024) cannot be funded from income	3% of salary costs	£12,150
	Costs increase during the year vs budget	Keep 5% of expenditure budget as a contingency	£30,248
Future income uncertainty	WSCC contract income ends	Contract now extended to 31/03/2026	£0
	Refuge housing benefit & service charge income is lower than expected	Current occupancy in budget is 81%. 10% contingency of £309k	£30,900
	Grants are not renewed leading to need to fund activity from reserves	For grants of less than 12 months duration, keep a further 6 months in reserve. All grants as at 1st April 2024 are over 12 months duration	£0
Refuge maintenance	Further maintenance of buildings needed over and above budget	Significant work has been done in 2023/24. Maintain reserves of £20k due to potential damp rectification	£20,000
SUB-TOTAL GENERAL EXPENDITURE RESERVES REQUIRED			**£210,067**

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Capital purchase	Purchase communal refuge building	Designated fund to enable organisation to purchase a communal refuge instead of renting	£200,000
SUB-TOTAL DESIGNATED RESERVES REQUIRED			**£200,000**
TOTAL RESERVES REQUIRED AS AT APRIL 2024			**£410,067**
RESERVES BALANCE AS AT 31ST MARCH 2024			£534,477
SURPLUS / (SHORFALL) IN REQUIRED RESERVES			**£124,410**

Risk Management: As part of the extra governance meetings held, the Trustees have continued to identify the major risks to which the charity is exposed and constantly review the systems which are in place to mitigate those risks. The over-riding risk management policy document and risk register has been updated to include a more comprehensive operational, governance and financial risk policy document, which is regularly reviewed.

Public Benefit: The current activities of the charity are detailed in the Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the company's aims and objectives and in planning future activities.

Trustees' Financial Responsibilities

The Trustees (who are also Directors of Worthing Women's aid for the purpose of company law) are responsible for preparing the Directors' and Trustees report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (generally accepted accounting practice).

Company law requires the Trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2024

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

Approval

The report of the Directors and Trustees has been prepared taking advantage of the small company exemption in Section 415A of the Companies Act 2006

The report was approved by the Trustees on 27th November 2024 and signed on their behalf by

Leslie Groves Williams

Leslie Groves-Williams (Chair of Trustees)

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 March 2024

Independent examiner's report to the Trustees of Worthing Women's Aid Trading as Safe In Sussex ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2024.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company 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 the company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts 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 accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: Kreston Reeves LLP Dated: 5 December 2024

Lucy Hammond BSc FCA

Kreston Reeves LLP

Chartered Accountants
9 Donnington Park, 85 Birdham Road, Chichester, PO20 7AJ

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Grants, Donations and Legacies	3	**114,860**	**305,588**	**420,448**	420,764
Charitable activities	4	**488,115**	**-**	**488,115**	484,938
Other trading activities	6	**35,672**	**-**	**35,672**	40,941
Investments	7	**11,587**	**-**	**11,587**	5,141
Total income		**650,234**	**305,588**	**955,822**	951,784
Expenditure on:					
Raising funds		**45,625**	**-**	**45,625**	59,091
Charitable activities	8	**527,688**	**312,914**	**840,602**	800,943
Total expenditure		**573,313**	**312,914**	**886,227**	860,034
Net movement in funds		**76,921**	**(7,326)**	**69,595**	91,750
Reconciliation of funds:					
Total funds brought forward		**1,205,457**	**194,843**	**1,400,300**	1,308,550
Net movement in funds		**76,921**	**(7,326)**	**69,595**	91,750
Total funds carried forward		**1,282,378**	**187,517**	**1,469,895**	1,400,300

Included within unrestricted funds are £200,000 of designated funds, please see note 17 for more detail.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 25 to 43 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)
Registered number: 04691516

Balance sheet
As at 31 March 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	13		**747,901**		704,320
			747,901		704,320
Current assets					
Debtors	14	**22,362**		24,213	
Cash at bank and in hand		**720,309**		780,472	
		742,671		804,685	
Creditors: amounts falling due within one year	15	**(20,677)**		(108,705)	
Net current assets			**721,994**		695,980
Total assets less current liabilities			**1,469,895**		1,400,300
Total net assets			**1,469,895**		1,400,300
Charity funds					
Restricted funds	16		**187,517**		194,843
Unrestricted funds	16		**1,282,378**		1,205,457
Total funds			**1,469,895**		1,400,300

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Balance sheet (continued)
As at 31 March 2024

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Karen Brown
Treasurer
Date: 27th November 2024

The notes on pages 25 to 43 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	18	**(15,746)**	178,249
Cash flows from investing activities			
Interest received		**11,587**	5,141
Purchase of tangible fixed assets		**(56,004)**	(7,188)
Net cash used in investing activities		**(44,417)**	**(2,047)**
Cash flows from financing activities			
Repayments of borrowing		**-**	(115,478)
Net cash provided by/(used in) financing activities		**-**	**(115,478)**
Change in cash and cash equivalents in the year		**(60,163)**	**60,724**
Cash and cash equivalents at the beginning of the year		**780,472**	719,748
Cash and cash equivalents at the end of the year	19	**720,309**	780,472

The notes on pages 25 to 43 form part of these financial statements

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Notes to the financial statements
For the year ended 31 March 2024

1. General information

The charity is a private company, limited by guarantee, incorporated in England and Wales within the United Kingdom. The Trustees of the company are the members of the company named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is Rear of 1-7 Elm Park, Ferring, Worthing, West Sussex, BN12 5RN.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worthing Women's Aid trading as Safe In Sussex meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held for 12 months from authorising these financial statements

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Office equipment	- 25% straight line
Property improvements	- 20% straight line

Freehold land is carried at cost and is not depreciated.

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2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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Notes to the financial statements
For the year ended 31 March 2024

3. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Donations	26,002	480	**26,482**
Grants	88,858	305,108	**393,966**
	114,860	305,588	**420,448**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	45,956	-	45,956
Grants	13,952	360,856	374,808
	59,908	360,856	420,764

4. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £
Refuge and Community Groups	488,115	**488,115**

	Unrestricted funds 2023 £	Total funds 2023 £
Refuge and Community Groups	484,938	484,938

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Notes to the financial statements
For the year ended 31 March 2024

5. Analysis of income from charitable activities by type of income

	Unrestricted funds 2024 £	Total funds 2024 £
Refuge - Housing Benefit	340,944	**340,944**
Refuge - other income	5,181	**5,181**
Training income	1,440	**1,440**
Service charge	17,241	**17,241**
West Sussex County Council Contract	123,309	**123,309**
	488,115	**488,115**

	Unrestricted funds 2023 £	Total funds 2023 £
Refuge - Housing Benefit	304,388	304,388
Service charge	14,396	14,396
Refuge - Household Support	39,274	39,274
West Sussex County Council Contract	126,880	126,880
	484,938	484,938

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising income	35,672	**35,672**

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising income	29,916	29,916
Charity shop income	11,025	11,025
	40,941	40,941

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Notes to the financial statements
For the year ended 31 March 2024

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Interest receivable	11,587	**11,587**

	Unrestricted funds 2023 £	Total funds 2023 £
Interest receivable	5,141	5,141

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Refuge and Community Groups	527,688	276,463	**804,151**
Children support services	-	36,451	**36,451**
	527,688	312,914	**840,602**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Refuge and Community Groups	478,843	289,911	768,754
Children support services	-	32,189	32,189
	478,843	322,100	800,943

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Notes to the financial statements
For the year ended 31 March 2024

9. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Refuge and Community Groups	418,228	385,923	**804,151**
Children support services	1,952	34,499	**36,451**
	420,180	420,422	**840,602**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Refuge and Community Groups	378,964	389,790	768,754
Children support services	1,179	31,010	32,189
	380,143	420,800	800,943

Analysis of direct costs

	Refuge and Community Groups 2024 £	Children support services 2024 £	Total funds 2024 £
Staff costs	399,210	-	**399,210**
Sundry	2,711	-	**2,711**
Office expenses	2,279	-	**2,279**
Travel	3,971	-	**3,971**
Training	7,757	-	**7,757**
Outings/Activities	-	1,302	**1,302**
Supervision	2,300	650	**2,950**
	418,228	1,952	**420,180**

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9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Refuge and Community Groups 2023 £	Children support services 2023 £	Total funds 2023 £
Staff costs	364,862	-	364,862
Office expenses	1,536	-	1,536
Travel	4,611	-	4,611
Training	5,885	-	5,885
Outings/Activities	-	709	709
Supervision	2,070	470	2,540
	378,964	1,179	380,143

Analysis of support costs

	Refuge and Community Groups 2024 £	**Children support services 2024 £**	**Total funds 2024 £**
Staff costs	118,011	33,657	**151,668**
Depreciation	12,423	-	**12,423**
Telephone	12,048	152	**12,200**
Legal fees	4,854	-	**4,854**
Establishment costs	87,710	469	**88,179**
Light and heat	28,106	-	**28,106**
Insurance	7,202	-	**7,202**
Repairs and maintenance	58,440	-	**58,440**
Cleaning	2,922	-	**2,922**
Computer costs	23,663	-	**23,663**
Printing, postage and stationery	3,957	-	**3,957**
Equipment	9,154	-	**9,154**
Office expenses	7,758	-	**7,758**
Travel	4,408	221	**4,629**
Governance costs	5,267	-	**5,267**
	385,923	34,499	**420,422**

During the year, of total costs £312,914 were restricted (2023: £321,558).

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9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Refuge and Community Groups 2023 £	Children support services 2023 £	Total funds 2023 £
Staff costs	116,936	30,809	147,745
Depreciation	9,707	-	9,707
Telephone	12,657	151	12,808
Legal fees	13,076	-	13,076
Establishment costs	89,217	115	89,332
Light and heat	20,878	-	20,878
Insurance	6,216	-	6,216
Repairs and maintenance	54,967	-	54,967
Cleaning	3,079	-	3,079
Computer costs	25,877	-	25,877
Printing, postage and stationery	3,131	-	3,131
Equipment	15,294	-	15,294
Office expenses	5,020	-	5,020
Travel	6,040	32	6,072
Training	-	(97)	(97)
Loan interest	2,923	-	2,923
Governance costs	4,772	-	4,772
	389,790	31,010	420,800

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £2,880 (2023 - £2,640).

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Notes to the financial statements
For the year ended 31 March 2024

11. Staff costs

	2024	2023
	£	£
Wages and salaries	**541,058**	511,581
Social security costs	**34,665**	34,097
Contribution to defined contribution pension schemes	**18,331**	16,815
	594,054	562,493

The average number of persons employed by the company during the year was as follows:

	2024	2023
	No.	No.
Total	**28**	28

No employee received remuneration amounting to more than £60,000 in either year.

The total remuneration of key management personnel was £48,442 (2023 - £46,530).

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, expenses totalling £155 were reimbursed or paid directly to 5 Trustees (2023 - £NIL).

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13. Tangible fixed assets

	Freehold property £	Office equipment £	Property Improvements £	Total £
Cost or valuation				
At 1 April 2023	**749,276**	**17,297**	**38,061**	**804,634**
Additions	**-**	**5,567**	**50,437**	**56,004**
At 31 March 2024	**749,276**	**22,864**	**88,498**	**860,638**
Depreciation				
At 1 April 2023	**54,262**	**14,487**	**31,565**	**100,314**
Charge for the year	**6,294**	**1,048**	**5,081**	**12,423**
At 31 March 2024	**60,556**	**15,535**	**36,646**	**112,737**
Net book value				
At 31 March 2024	**688,720**	**7,329**	**51,852**	**747,901**
At 31 March 2023	695,014	2,810	6,496	704,320

14. Debtors

	2024 £	2023 £
Due within one year		
Other debtors	**15,564**	16,775
Prepayments and accrued income	**6,798**	7,438
	22,362	24,213

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15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	**8,829**	7,907
Other creditors	**5,541**	97,606
Accruals and deferred income	**6,307**	3,192
	20,677	108,705

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Notes to the financial statements
For the year ended 31 March 2024

16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
Designated funds				
Capital Purchase Fund	**200,000**	**-**	**-**	**200,000**
General funds				
General Funds	**1,005,457**	**650,234**	**(573,313)**	**1,082,378**
Total Unrestricted funds	**1,205,457**	**650,234**	**(573,313)**	**1,282,378**
Restricted funds				
Children's Support Service	**5,317**	**34,673**	**(32,770)**	**7,220**
The 7 Stars Foundation	**-**	**2,500**	**(136)**	**2,364**
Children in Need Covid Response	**10,875**	**-**	**(10,875)**	**-**
Another Way Women	**-**	**3,890**	**(2,200)**	**1,690**
Garfield Weston	**-**	**25,000**	**(19,000)**	**6,000**
PCC Intervention & Recovery Programme	**76,779**	**110,943**	**(105,740)**	**81,982**
PCC Safe Spacing Funding	**-**	**10,468**	**(10,468)**	**-**
Sussex Community Foundation	**9,952**	**-**	**-**	**9,952**
Eaton Fund	**3,191**	**5,000**	**(5,692)**	**2,499**
PCC - Community groups	**15,855**	**-**	**(15,855)**	**-**
PCC Womens IDVA	**21,665**	**39,000**	**(39,756)**	**20,909**
The Big Give	**10,287**	**6,160**	**(10,287)**	**6,160**
PCC IDVA Provision	**40,922**	**67,954**	**(60,135)**	**48,741**
	194,843	**305,588**	**(312,914)**	**187,517**
Total of funds	**1,400,300**	**955,822**	**(886,227)**	**1,469,895**

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16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
Designated funds				
Capital Purchase Fund	200,000	-	-	200,000
General funds				
General Funds	953,005	590,928	(538,476)	1,005,457
Total Unrestricted funds	1,153,005	590,928	(538,476)	1,205,457
Restricted funds				
Children's Support Service	1,618	35,888	(32,189)	5,317
Ministry of Housing, Communities and Local Government Grant	41,450	-	(41,450)	-
Children in Need Covid Response	23,497	-	(12,622)	10,875
Lloyds Bank Foundation	16,897	-	(16,897)	-
PCC Intervention & Recovery Programme	-	110,944	(34,165)	76,779
PCC Safe Spacing Funding	6,252	-	(6,252)	-
Sussex Community Foundation	-	9,952	-	9,952
Society of the Holy Child Jesus CIO	15,275	-	(15,275)	-
The National Lottery Community Fund	-	5,831	(5,831)	-
Ernest Kleinwort Charitable Trust	2,259	-	(2,259)	-
Eaton Fund	-	5,000	(1,809)	3,191
PCC - Community groups	-	20,000	(4,145)	15,855
PCC - Women's Specialist Worker	4,701	-	(4,701)	-
PCC Womens IDVA	-	40,000	(18,335)	21,665
The Screwfix Foundation	-	5,000	(5,000)	-
RSA Community Grants	2,757	-	(2,757)	-
The Big Give	-	10,287	-	10,287
PCC IDVA Provision	40,839	67,954	(67,871)	40,922
WSCC	-	50,000	(50,000)	-
	155,545	360,856	(321,558)	194,843

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Notes to the financial statements
For the year ended 31 March 2024

16. Statement of funds (continued)

Total of funds	1,308,550	951,784	(860,034)	1,400,300

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16. Statement of funds (continued)

Designated Fund

The designated fund represents £200,000 for a Capital Purchase Fund. This is to fund the purchase of a property to be used as refuge accommodation.

Restricted Funds

Children's Support Service
BBC Children in Need - We were delighted to have a further 3 year grant awarded to fund this service which will take us up to 31 January 2025. The service is aimed at supporting the children at the refuges, and the grant covers in the main the salaries and other staffing costs for two child support workers as well as a contribution towards some of the outings and activities the staff carry out with the children.
This fund also represents other donations etc given towards the running of the children's service, but in particular to fund larger activities and toys and equipment for the playroom.
Ministry of Housing, Communities and Local Government (MHCLG) Grant
This grant has been used to fund our Womens Groups delivered in the community, and has now ended.
Children in Need Covid Response
This is a fund of money given to support children and young people in the community who are affected by domestic abuse and as a result of the pandemic. This project was finished in the year.
Lloyds Bank Foundation
This grant enables us to continue employing a Refuges manager, and provides a significant contribution towards her salary costs. This grant is now complete.
Police and Crime Commissioner - Safe Space Funding
This was a grant awarded and spent in the year that enabled us to have specific training on management development, enhance our database and provide some laptops for our staff.
Sussex Community Foundation
This grant is for one year to provide for a sessional children's worker across our refuges.
Society of the Holy Child Jesus CIO
The society has very kindly supported us with a grant for one year for a refuge support worker. The grant has now finished.
Ernest Kleinwort Charitable Trust
This funding has enables some addtional hours to be specifically dedicated to trust and grant funding applications. The grant is now complete.
Eaton Fund
We are delighted to continue with the purpose of this grant which enables us to buy essential items for the women that we work with. A second amount of £5,000 was secured, and we are very fortunate to secure a third amount of £5,000 in May 2024.
Police and Crime Commissioner - Community Groups
This was given to us as a one-off grant to support our community group work. This was completed in the year.
Police and Crime Commissioner - Women's Specialist Worker
The funding for a Women's specialist worker on domestic abuse has now finished.
Police and Crime Commissioner - Women's IDVA
Our local Police and Crime Commissioner has granted us a final one year of funding in August 2023 to enable us to employ a Women's IDVA.
The Screwfix Foundation
We were delighted to receive this grant which has greatly helped in the refurbishment of the kitchen at one of our refuges.
RSA Community Grants
This grant will be used to assist women and children coming into or moving on from our refuges, and is now finished.
The Big Give
The Christmas 2022 campaign enabled us to cover some the costs for a refuge worker for one year. This was used up in the year. We were successful in another campaign for 2023 and this time we have secured some funding for our Community Groups which will be used from April 2024.
Police and Crime Commissioner - IDVA provision

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16. Statement of funds (continued)

The grant provides for 2 specialist IDVA positions and to support our work in the Community. The funding has been agreed until March 2025.

WSCC

This was given to us a one-off to support our community group work. This is now complete.

Police and Crime Commissioner - Intervention & Recovery Programme

This grant funds our IDVA led outreach service and supports our work in the community. The funding has been agreed until March 2025.

The 7 Stars Foundation

We were grateful to receive this grant which means we can support our families to undertake exciting activities outside of the refuge.

Another Way Womens' Foundation

This grant was to enable us to train some of our staff to deliver a specific Domestic Abuse programme to support the women in the refuge. We will train the last few members of staff in Autmn of 2024.

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	747,901	-	**747,901**
Current assets	555,154	187,517	**742,671**
Creditors due within one year	(20,677)	-	**(20,677)**
Total	1,282,378	187,517	**1,469,895**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	704,320	-	704,320
Current assets	609,842	194,843	804,685
Creditors due within one year	(108,705)	-	(108,705)
Total	1,205,457	194,843	1,400,300

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Notes to the financial statements
For the year ended 31 March 2024

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	**69,595**	91,750
Adjustments for:		
Depreciation charges	**12,423**	9,707
Interest received	**(11,587)**	(5,141)
Decrease in debtors	**1,851**	17,233
(Decrease)/Increase in creditors	**(88,028)**	64,700
Net cash provided by/(used in) operating activities	**(15,746)**	178,249

19. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**720,309**	780,472
Total cash and cash equivalents	**720,309**	780,472

20. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**780,472**	**(60,163)**	**720,309**
	780,472	**(60,163)**	**720,309**

21. Capital commitments

	2024 £	2023 £
Contracted for but not provided in these financial statements		
Property improvements	**2,700**	-

22. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held

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22. Pension commitments (continued)

separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £18,331 (2023 - £16,815). Contributions totalling £nil (2023 - £nil) were payable to the fund at the balance sheet.

23. Operating lease commitments

At 31 March 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Not later than 1 year	**45,016**	65,938
Later than 1 year and not later than 5 years	**98,471**	119,190
	143,487	185,128

24. Related party transactions

There were no related party transactions in the year that require disclosure under SORP 2019 (FRS 102).

WORTHING WOMEN'S AID

England & Wales - Charity number 1098726

Accounts

DocuSign Envelope ID: 5ED5BEFA-F11A-43C0-93B8-F9249DB35CB4

Registered number: 04691516
Charity number: 1098726

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 March 2023

DocuSign Envelope ID: 5ED5BEFA-F11A-43C0-93B8-F9249DB35CB4

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2023

The Trustees of Safe in Sussex are pleased to present their annual report together with the financial statements for the year ended 31 March 2023. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP2019) Accounting and Reporting by Charities FRS102, the Charities Act 2011 and the Companies Act 2006.

Reference and Administration details of the Charity

Charity number:	1098726
Registered Number:	04691516
Principal Office	The Rear of 1 to7 Elm Park Ferring Worthing West Sussex BN12 5RN

Directors/Trustees

The Directors of the company are its Trustees for the purpose of Charity Law. The Trustees who served during the year and since the year end were as follows:

Trustee	Trustee Role	Appointment Date	Resignation Date
Leslie Groves Williams	Chair	13/01/2020	
Mia Motter	Deputy Chair	19/10/2022	
Sue Kropf	Service User Trustee	21/11/2011 Standing down September 2023	
Sam Walker	Policy and Safeguarding Trustee	14/04/2015	
Deborah Binks-Moore	Business Development and Marketing Trustee	30/11/2022	
Katrina Haines	HR Trustee	22/02/2023	
Jennifer Ashton	Diversity and Inclusion Trustee	28/04/2023	
Karen Brown	Finance Trustee	19/04/2021	
Liz Hall	Staff Engagement Trustee	07/09/2022	
Tana Jackson	Company Secretary	19/07/2021	
Tamsin Haig	Income Generation Trustee	19/07/2021	09/09/2022

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Jo Doswell	HR Specialist Trustee	01/03/2021	07/09/2022
Germaine Faulkner	Marketing & Communications Trustee	18/01/2021	31/10/2022
Katie Byrnes	Legal Trustee	06/04/2020	22/09/2022
Jennifer King	Co-Chair	21/05/2018	07/09/2022

Structure, governance and management

The charity is constituted as a company limited by guarantee. It has no share capital and is therefore governed by a memorandum and articles of association which is dated 10th March 2003. The Articles and Memorandum of Safe in Sussex were reviewed and updated in 2022 and amendments were approved by the Charity Commission. The liability of each member in the event of the winding up is limited to £1.

The Charity is administered by the Trustee Board, which allows for up to 12 elected Trustees (Directors) who currently meet every six weeks. Others attend the meeting on invitation of the Trustees and are non-voting observers. The Trustees are elected by the members and hold office for three years and are eligible for re-election. The Trustees have the power to co-opt further members to serve on the Trustee Board up to a maximum of three terms.

Four new trustees joined the Board this financial year with excellent relevant skills and experience. They replaced trustees who had reached the end of their term or who stood down for other reasons. The focus of recruitment has been on ensuring that each Board member brings a specific area of expertise required for delivery of our Strategic Plan. A skills and diversity audit was conducted in 2022 and this will be used to guide future recruitment as Board members retire from their roles. There is one position for a former service user on the Board and nearly all trustees bring lived experience of domestic abuse either from within their immediate family or through supporting extended family members or close friends.

Induction for new Trustees is subject to a formal procedure, targeted at the specific needs of the organisation, using REACH volunteering and local volunteer sites to attract the right candidates with the right skills and backgrounds.

The Trustees continue to work hard and make very good progress regarding the review of their governance effectiveness against principles as set out in the Charity Governance Code. The charity has formally signed up to the code and will continue with an annual self-assessment at an annual Away Day. All trustees receive an induction and continuing development programme. One or two Away Days are now held each year to monitor and set the broad direction for the organisation, as well as to monitor the working of the Board and to provide ongoing capacity building to ensure trustee knowledge and skills are kept up to date.

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Trustees are responsible for the strategic direction of the organisation and the production of the overall strategic policy, in consultation with the senior management team. The Trustees ensure that any major decisions and developments are made in line with the strategy or are in sympathy with the overall aims and objectives.

Administrative procedures have been improved to ensure that all decisions made and actions required are systematically followed up on both between and at each Board meeting. All Trustee decisions are minuted and tracked as an integral part of the governance process. Operational decisions are delegated to the CEO and senior management team who are required to regularly report to the Trustee Board.

The Board continues to regularly input into and review an overarching Risk Register for all areas of the organisation. A section is planned to be reviewed at each Board meeting, meaning all sections will be reviewed on an annual basis.

An annual staff engagement survey and follow up pulse survey was introduced by the Board in early 2022 and feedback by staff has allowed governors and management to take appropriate actions to improve staff engagement. The Trustee and Governance Policy was updated in April 2023 and trustees review organisational policies on rotation to ensure that policies remain up to date, appropriate and relevant.

No conflicts of interest have arisen during this financial year.

Safe in Sussex has 26 members of staff and 10 volunteers.

Objectives and activities

Established in 1977, Worthing Women's Aid, now trading as Safe in Sussex, has the following objectives:

1. **Increase community knowledge** of domestic abuse and healthy relationships (service providers, businesses, schools, general public); and i**ncrease community ability and capacity to take action to prevent and respond to domestic abuse** (including schools, frontline public service professionals)
2. **Increase awareness of our services** to ensure that those who need to access our services are able to get support in a timely and holistic way.
3. **Deliver holistic, services with a whole family approach. This encompasses prevention** (schools, outreach)**, crisis response** (helpline, refuge)**, support, including peer support,** (refuge, community groups) **and recovery** (groups)
4. **Improve inclusivity** of Safe in Sussex services (through reducing barriers for male and female victims/survivors, including minority ethnic communities, LGBTQ+ communities, and those with

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complex needs as well as through engaging service users systematically in quality assurance, and, for example, in translation of core literature).

Outcomes

Our strategic plan highlights outcomes that Safe in Sussex seeks to contribute to. Our new monitoring and evaluation framework pulls out output indicators for each outcome. This is our first year of reporting against the monitoring and evaluation framework. Below we highlight key results for each of the indicators. We will continue to improve our systems for results-based reporting as well as our evidence gathering over the coming year.

Outcome 1: People living in West Sussex have increased knowledge about domestic abuse and healthy relationships		
Outputs/outcomes	**Output indicators**	**Numerator**
People accessing SIS community group programmes report increased knowledge of domestic abuse	Number of Freedom programme participants who reported increased knowledge of DA and Impact	**317**
	Number of participants of Hope 2 Recovery Programme who reported increased knowledge of DA	**85**
People in the community have increased knowledge on types and impact of abusive behaviour	Number of times SIS invited to present at community groups such as WI, etc.	**16**
	Proportion of participants who understood 5 basic concepts of abuse following presentation/talk/workshop	**64**
Refuge residents access group support to increase their knowledge of healthy relationships	Number of refuge clients attending SIS group work	**19**

During this year we have continued to deliver our Community Group programmes across the county of West Sussex with a combination of online and face-to-face available.

Women who have completed the Freedom Programme evaluation told us of the positive impact through attending the group:

"It has helped me to recognise and understand domestic abuse. Things that I didn't realise was abuse, I just thought it was normal. Realising that things haven't been my fault."

"I have enjoyed meeting others in the same situation. Not feeling judged. It has made me stronger and more confident to speak up."
"It has absolutely changed how I see other peoples' behaviour, I can tell what is going to happen next. I no longer feel really confused."

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" I feel empowered and will recognize behaviours in other men I date."

"I find myself more able to identify abusive behaviours confidently."

"I am not mentally unstable, it was domestic abuse."

When asked what had been most useful about the Domestic Abuse Recovery Toolkit Programme one woman wrote*, "For me to understand my boundaries. To understand that I am allowed my own opinion, wishes and not to blame myself. To Take responsibility for my happiness."*

The women told us through evaluations of the benefits of attending the programme:

"It has helped me realise I can move on from what happened to me and that being a victim doesn't determine who I am anymore. This course has been so incredibly helpful to me I wouldn't have been able to attend if zoom sessions were not offered as I have very young children."

"You cannot underestimate what a difference this has and is making to my life. My thoughts are valid. It did happen to me. I am of worth and what I am feeling is valid and not to be dismissed."

Email sent to a group facilitator from a woman who has completed Freedom Programme and Domestic Abuse Recovery Toolkit:
"Just wanted to let you know how good I'm feeling right now! I'm alone, single and not interested in any sort of relationship at the moment and I'm absolutely loving it!!!!! I feel so healed from within and I wanted to tell you all what a huge difference your meetings have made to my life in understanding my self-worth and capabilities as a strong independent woman!!!!"

Feedback from attendees of Hope2Recovery Programme**:**

"I can absolutely say that every occasion for me with a huge help, because in my life it was a fantastic confirmation that male victims can also get help and support. Well done."

"I definitely feel emotionally stronger because I understand better now how I have been treated poorly and know what to look out for in the future."

"I felt like I gained a much better understanding of what an abusive relationship consists of and the different things they do to control a victim."

"I feel it has given me more of positive thought towards what the future might bring in terms of starting any potential relationships in the future and knowing that it is possible to think beyond what happened to me and how I can live with it better."

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We have recruited a Training Coordinator who will be developing our training offer to increase knowledge of domestic abuse for professionals, voluntary organisations and businesses.

Outcome 2: People living in West Sussex have increased awareness about where people can go for help and that they are entitled to get help as victims/survivors		
Outputs/outcomes	**Output indicators**	**Numerator**
People living in West Sussex recognise that they are in an abusive relationship and make informed choices moving forward	Number of referrals made to SIS	**1049**
	Number of referrals made by SIS to other DA services	**55**
CYP/Adults who have accessed support from SIS share their experiences across various mediums to encourage others to take up support & reduce stigma of asking for help	Number of attendees to Lived Experience Group	**8**
	Survivors give permission to share anonymised stories	**54**
West Sussex residents know that SIS can provide help	Increased interaction on website referral page, social media, public events e.g. fundraising, knowledge of what help provided and how to access it	**Facebook reach 58,121 increase of 85.9% posts 492** **Followers: 2,375** **Instagram reach 2,107 increase of 527.1%** **Followers 527**

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	West Sussex residents report knowledge of SIS services with up-to-date information on what services are provided and how to access support	**Referral Source** Social care 50 Councils 19 GP/NHS 26 Citizens advice 2 CGL 3 Friends/family 21 Mental health 66 Self-referral 268 Voluntary groups 2 Police 10 Probation 1 Other 71 National DA helpline 11

During this year we have seen a 30% increase in referrals to our services with a total of 572 adults supported and 65 children through our refuge provision.

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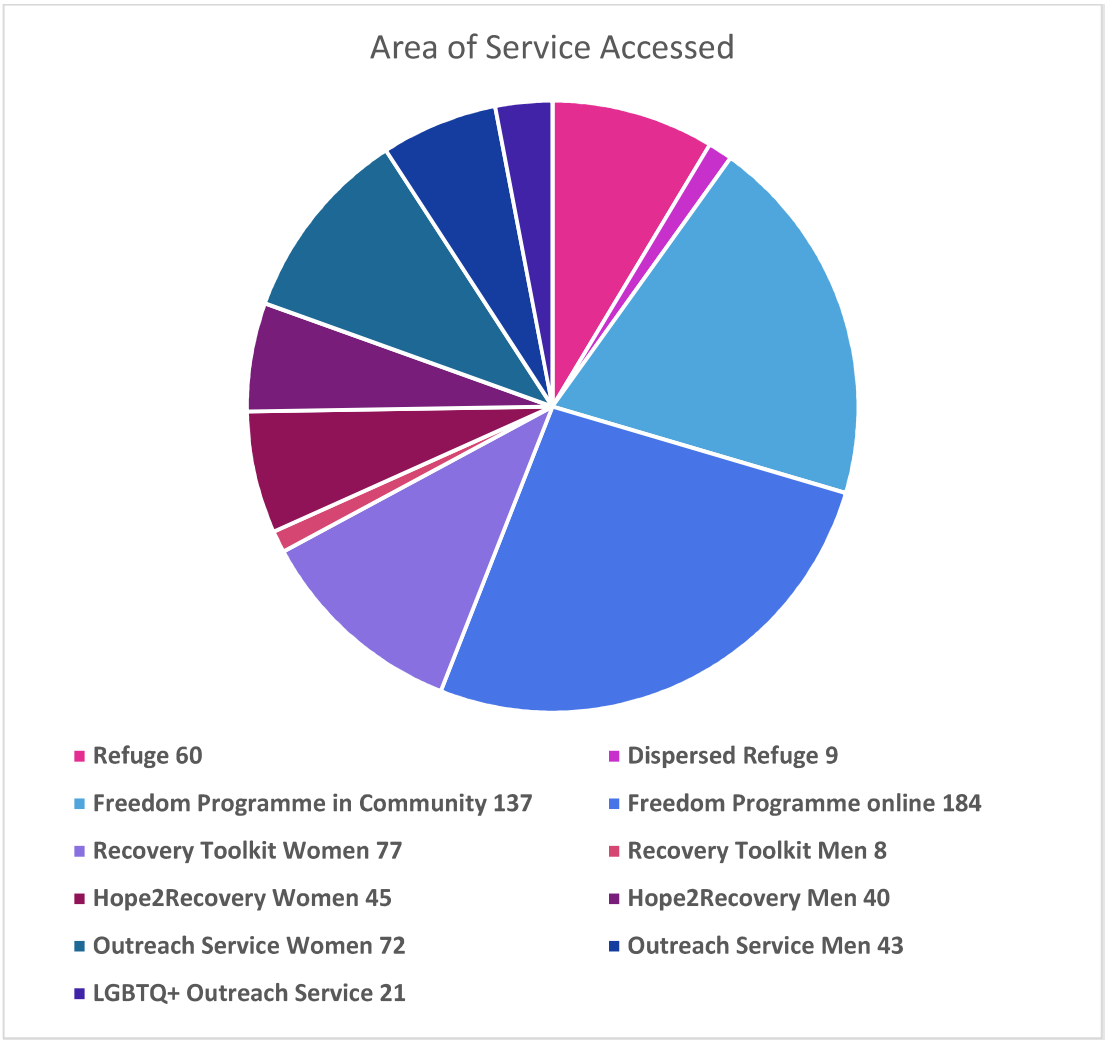

To further promote involvement, co-production and improve service delivery we have formally developed a Lived Experience Group of people who have used our services. Currently the group meets quarterly, and members have reviewed our strategic plan, assisted in the recruitment process and are developing a handy guide for safe dating.

Feedback from parents of children in refuge:

"You really helped (child's name) along the way with his development and learning. Great play sessions, different every week. The play sessions gave me my own time and it was great for (child's name) to spend time with others."

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"The child support workers have helped with my child's social skills, confidence and (child's name) has absolutely loved her time spend with you both. I can't thank you enough for being so wonderful and providing invaluable support."

Outcome 3: People living in West Sussex who have been affected by domestic abuse take action		
Outputs/outcomes	**Output indicators**	**Numerator**
People in West Sussex have increased confidence & empowerment to not revert to an abusive relationship	Participants of Freedom Programme report they are able to identify the early warning signs of an abusive relationship	Of those who completed the evaluation form the average score recorded was **9.19** Score rating from 1 strongly disagree to 10 strongly agree.
People who come through refuge and outreach services go through the judicial system	Number of referrals for legal support services	98
People affected by domestic abuse contact SIS	Number of self-referrals to SIS services	268

Feedback from Refuge clients:

"To the wonderful team of heroes at Safe in Sussex. I would not be able to accomplish moving on to the next chapter of my life without your help. You have all been instrumental you are all heroes. The children and I are grateful."

"I just wanted to thank you for what you have done for me. You don't know what I was going through, there was a time when I gave up on everything because there was not a single reason to. I was really stressed at that time. But your timing in my life was more than perfect, I sincerely appreciate everything you have done for me. Thank you. I will miss you."

"I am more confident, feel safe and able to function as a mother and human being again. I feel free and able to reclaim my identity."

"I received support from refuge for myself and my daughter. I needed support with childcare, advise and support with challenging emotions etc. I felt that staff did all they could to help me. They gave me accurate and useful information. I received a lot of support for my daughter. I

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received invaluable support, and we will never forget the help we have received during the last 10 months."

"Coming to this service has made a positive difference in my life and is one thing I do regret a lot, that I didn't ask for help earlier. Coming to the Refuge was scary for me in the beginning, but now, I am grateful that this Service exists. Can't have enough words to express how much support I needed and how much I received the whole time I have been here. Safe in Sussex did a great job with myself, restarted me and gave me a good kick for a new start in my life."

Feedback from Outreach Clients:

"Thank you again being there to encourage me throughout this stressful process."

"Thank you so much for motivating me and helping me throughout these situations and clarifying the court details with my lawyer. Meeting you make me so strong. Thank you for understanding."

"Safe in Sussex has been absolutely amazing throughout and has truly been the only service I have accessed who I felt has given me true support."

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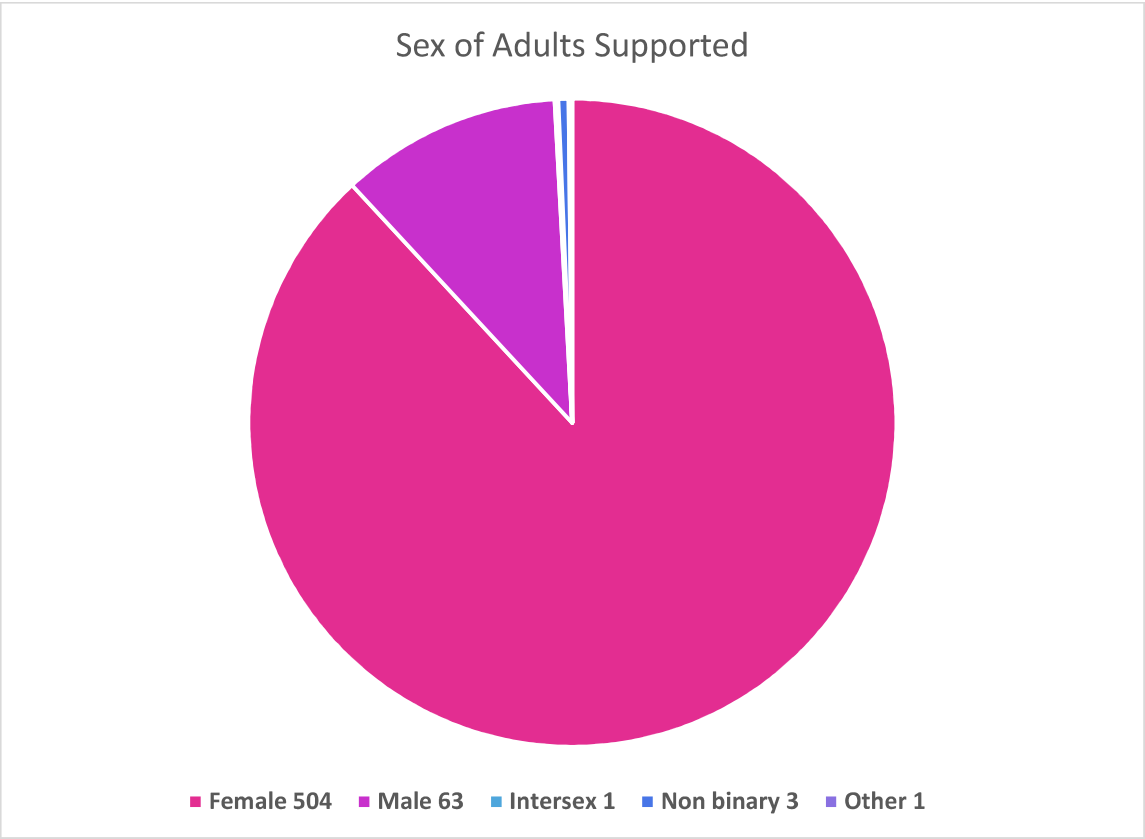

Outcome 4: People living in West Sussex are able to access an effective co-ordinated statutory and voluntary service provision,		
Outputs/outcomes	**Output indicators**	**Numerator**
Services in Sussex (e.g. GP, social care, housing etc.) have increased understanding on how to support people affected by domestic abuse	SIS represented at and contribute to other agency meetings	51

We are continuing to develop our partnership working with statutory and voluntary services to promote an effective provision in West Sussex.

Outcome 5: SIS is an inclusive survivor led organisation with a whole family approach		
Outputs/outcomes	**Output indicators**	**Numerator**
Clear mission statement about who SIS works with	Publicity material, social media, website with accessibility tool	Website refreshed accessibility tool installed on Website June 2022

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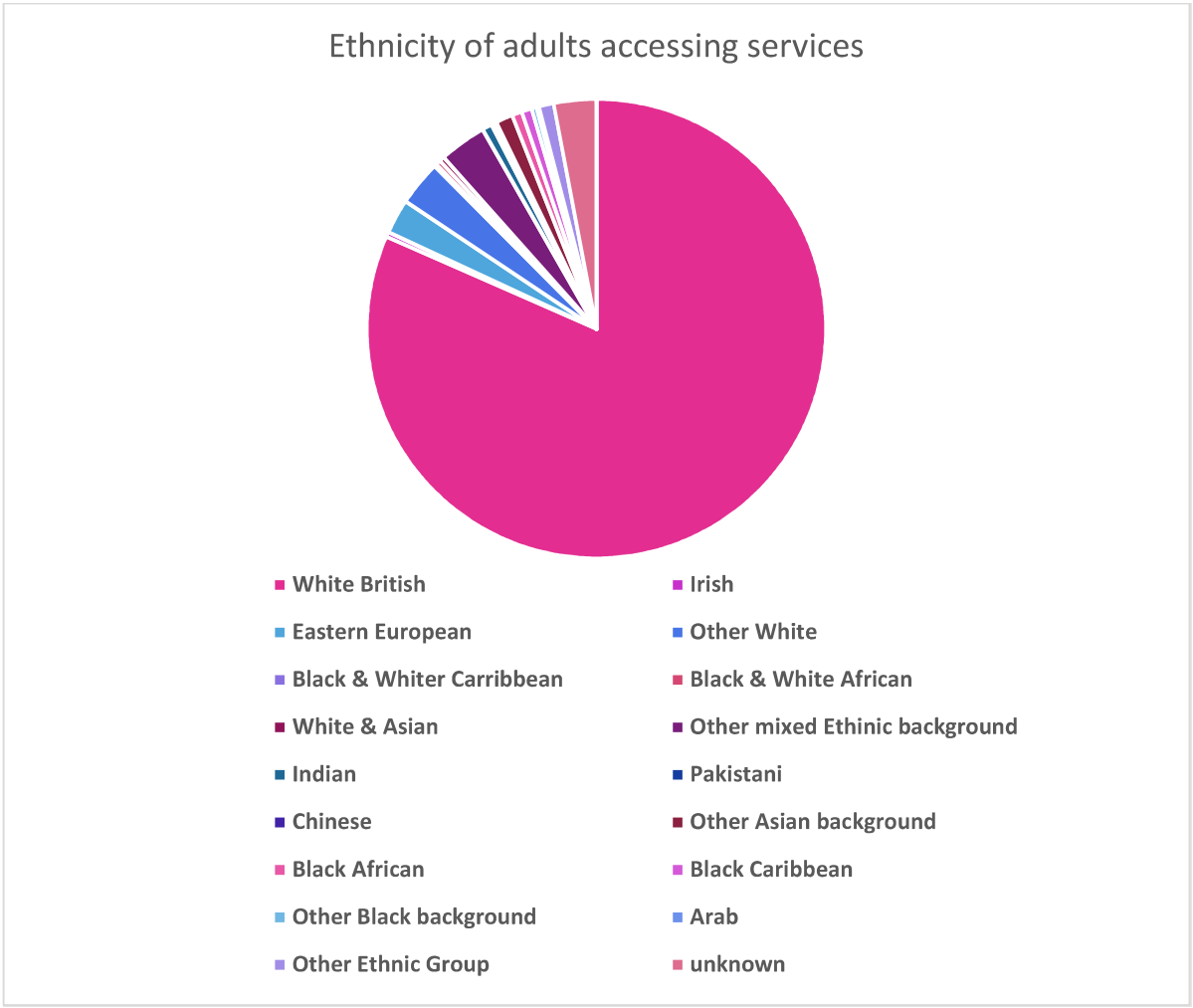

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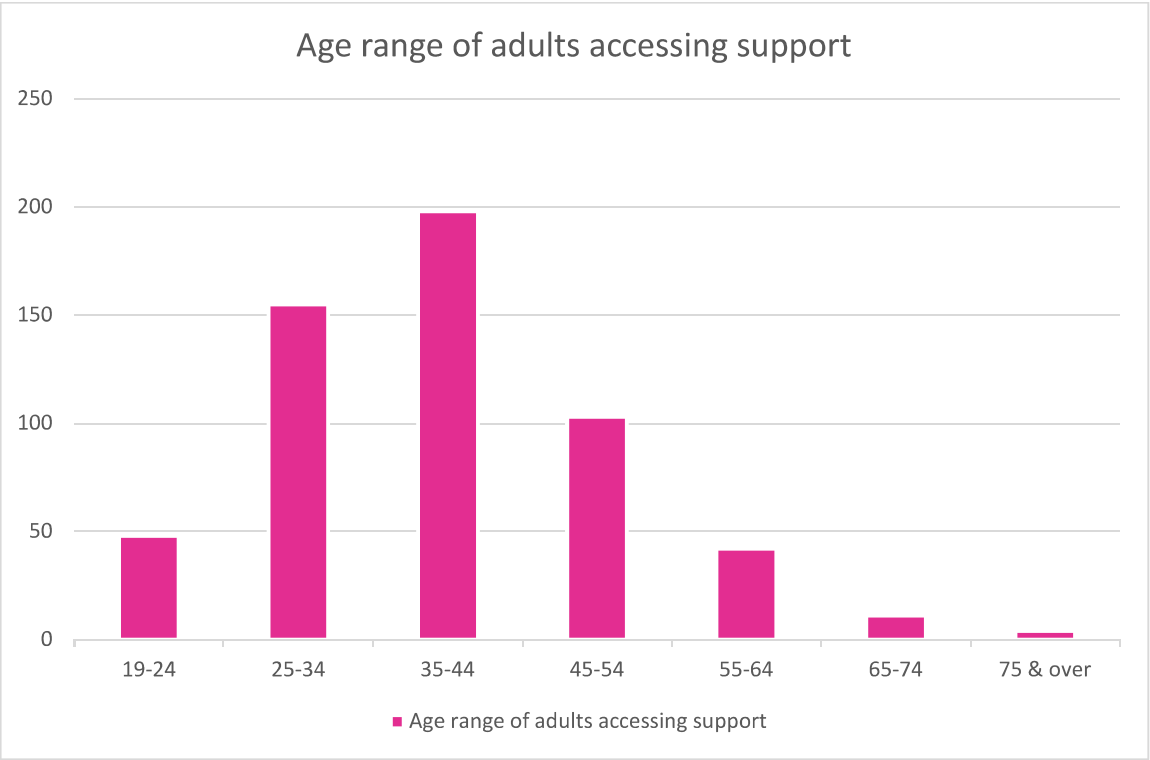

Outcome 6: SIS has the financial (and human) resources to meet the core strategic objectives		
Outputs/outcomes	**Output indicators**	**Numerator**
Repeat funding secured	**Number of successful grant applications**	**11**
Independence financial stability improved	**Number of paid training sessions delivered**	**Training Co-ordinator employed April 2023**

After reviewing the viability of our charity shop in Broadwater Worthing with the increasing rents we took the decision to close it at the end of June 2022.

Throughout this year the organisation took 'stock', following the pandemic, spending time reflecting on and reviewing our working practices. We commenced a schedule of work to improve/renovate our refuges installing a new kitchen at one property and plans to continue to update bathrooms within another property.

A comprehensive review of our energy usage was undertaken across the refuge provision, this included the commissioning of a company to carry out an energy efficiency review of all properties and we have begun to explore the benefit of installing solar panels.

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Priorities for 2023-24
In addition to maintaining the quality of our existing commitments and services, we will target the following specific areas in 2023-2024:

- Funding for prevention work: secure funding for our work with children and young people in schools.

- Training: roll out our training offer to non-domestic abuse professionals, businesses, voluntary organisations and community groups.

- Refuge: purchase dispersed refuge accommodation to provide for people who may not be suitable or find communal refuge living challenging.

- Client involvement: grow our Lived Experience Group and client involvement offer including recruitment of lived experience trustees and a range of opportunities including volunteering and training.

- Governance: Continue to balance continuity and refreshment of the Board of Safe in Sussex to ensure an active and fully competent Board able to effectively lead strategy implementation and the wider governance of Safe in Sussex.

Financial Situation:

We are pleased to report that we have ended the year with a positive result, having budgeted once again for a deficit. A continuing contributing factor have been grants from the Ministry of Justice (MOJ) to provide an IDVA (Independent Domestic Violence Advocates) Service to broaden our community reach.

Once again, the generosity of individuals and local organisations who have contributed through donations and fundraising continue to surprise us even in these challenging economic times. Very special thanks goes to The Wickens Family Foundation who continue to support us and to Helen Hitchcock, our Patron, who promotes our charity and has raised thousands of pounds in doing so. Our Fundraising team continue to build relationships in the community and have increased our social media presence.

Our community group work has continued through the support from the MOJ and West Sussex County Council. When this support draws to a close, we will continue to fund this vital work from our reserves.

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The children's refuge service is mid-way through its 3-year funding cycle funded by Children in Need. This provides for two salaried staff to support the children in the refuge. We are very grateful for Children in Need's continuing support.

It is still our intention to pursue the development of providing additional refuge facilities in West Sussex. Due to the success of the dispersed accommodation trial and the location of our staff and facilities, it is now our intention to develop dispersed or independent facilities in the west of the county. The Board of Trustees are intending to use reserves to help fund this project.

The Trustee Board are always conscious of the temporary time-limited nature of our funding streams and continue to be aware of the constant need for vigilance and caution in their spending plans. Although our finances are presently relatively secure, we have prepared for a deficit budget in 2023, managing our resources prudently and for best value. The development of the new training arm starting in April 2023 is a step towards generating our own income so we can fund some of our key services.

The Board are committed to paying for key strategic services from our unrestricted reserves for up to six months until alternative funding can be secured. If those outcomes do occur, it will absorb some of the surplus achieved this year. The Board are very aware of this and the continually changing situation and are looking at our long-term plan to develop further unrestricted funding streams to provide resilience in our finances.

The Trustees are very grateful to all the organisations, groups and individuals who have raised funds and given donations during this financial year.

Conclusion: The board of Trustees would like to express their sincere gratitude to all the staff and volunteers who work so hard to ensure the delivery of a safe and high-quality professional service. The enthusiasm and commitment of both staff and volunteers is appreciated by the Board of Trustees and reflected in the overwhelmingly positive feedback received from service users through our evaluations.

Financial Review

The results of the year are set out in the Statement of Financial Activities on page 20. A surplus of £52,452 (2022: £182,534) was earned in the general fund. A surplus of £39,298 (2022 £85,123 deficit) occurred in the restricted funds.

Reserves Policy

The agreed basis of the reserves policy of Safe in Sussex is that it should protect the continuity of our core work if funding streams, especially short-term grants, are not renewed. This is to give our staff and service users confidence that the charity can continue to provide services. It is also intended to ensure that the organisation can continue to operate during periods of general financial instability such as high wage and cost inflation.

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Finally, the policy also considers the long-term objectives of the charity to hold designated funds for expanding services and investing in assets.

To achieve these aims, the reserves requirement is split into several categories (see table 1). This includes a designated reserves category the "Capital Purchase Fund" (CPF) which is a ring-fenced amount set aside for the development of a long-term project to purchase dispersed property.

In the year-end report to March 2022, the CPF had been ringfenced to fund a project to purchase a new multiple occupancy refuge. However, as mentioned earlier in this report, the success of the dispersed accommodation trial has led the Board and management to reconsider what would result in the best outcomes and have agreed that purchasing one or more individual flats would enable the organisation to assist a wider group of service users.

The total reserves requirement calculated for 2023/24 based on the annual budget and the longer term planned spending commitments is £328,015. This is split into general requirements of £128,015 and designated requirements of £200,000.

The unrestricted fund as at 31st March 2023 totalled £1,205,457 (2022 £1,153,005) of which £704,320 was invested in tangible fixed assets. The charity therefore had free reserves of £501,137 (2022 £446,166) of which £200,000 has been designated to future projects. The outstanding loan has been repaid during the year; therefore future loan repayments due after more than one year total £0 (2022 £105,478). The charity therefore has operational reserves of £501,137 (2022: £551,644), £301,137 allowing for the designated fund. This is greater than the calculated requirement for the year commencing 1st April 2023, so the Trustees are satisfied that the level of reserves is sufficient.

Reason	What might happen?	Level of reserves required	Value for 2023/24
Unforeseen emergencies	Properties need significant maintenance; need to employ extra staff due to sickness etc	General fund suggested	£10,000
Budget deficit / budget contingency	The current budget does not cover the expected expenditure;	The full value of current deficit to be maintained	£31,595

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	Mid-year salary review (planned for 1st October) cannot be funded from income	3% of salary costs	£12,300
	Costs increase during the year vs budget	Keep 5% of expenditure budget as a contingency	£32,220
Future income uncertainty	WSCC contract income ends	Contract now extended to 30/9/2024	£0
	Refuge housing benefit & service charge income is lower than expected	Current occupancy in budget is 81%. 10% contingency of £319k	£31,900
	Grants are not renewed leading to need to fund activity from reserves	For grants of less than 12 months duration, keep a further 6 months in reserve. All grants as at 1st April 2023 are over 12 months duration	£0
Refuge maintenance	Further maintenance of buildings needed over and above budget	Significant work has been done in 2022/23. Maintain reserves of £10k for major issues eg roof replacement	£10,000
SUB-TOTAL GENERAL EXPENDITURE RESERVES REQUIRED			**£128,015**
Capital purchase	Purchase one or more properties for dispersed accommodation	Designated fund to enable organisation to pursue strategy of purchasing own individual flats	£200,000
SUB-TOTAL DESIGNATED RESERVES REQUIRED			**£200,000**
TOTAL RESERVES REQUIRED AS AT APRIL 2023			**£328,015**
RESERVES BALANCE AS AT 31ST MARCH 2023			£501,137
SURPLUS / (SHORFALL) IN REQUIRED RESERVES			**£173,122**

Risk Management: As part of the extra governance meetings held, the Trustees have continued to identify the major risks to which the charity is exposed and constantly review the systems which are in place to mitigate those risks. The over-riding risk management policy document and risk register has been updated to include a more comprehensive operational, governance and financial risk policy document, which is regularly reviewed.

Public Benefit: The current activities of the charity are detailed in the Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the company's aims and objectives and in planning future activities.

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SAFE IN SUSSEX
refuge. education. freedom.

Trustees' Financial Responsibilities

The Trustees (who are also Directors of Worthing Women's aid for the purpose of company law) are responsible for preparing the Directors' and Trustees report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (generally accepted accounting practice).

Company law requires the Trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

Approval

The report of the Directors and Trustees has been prepared taking advantage of the small company exemption in Section 415A of the Companies Act 2006

The report was approved by the Trustees on 7th November 2023 and signed on their behalf by

Leslie Groves Williams
.....
Leslie Groves-Williams (Chair of Trustees)

K Brown
.....
Karen Brown (Treasurer)

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 March 2023

Independent examiner's report to the Trustees of Worthing Women's Aid Trading as Safe In Sussex ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2023.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company 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 the company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts 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 accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: Kreston Reeves LLP Dated: 8 November 2023

Lucy Hammond BSc FCA

Kreston Reeves LLP

Chartered Accountants
9 Donnington Park, 85 Birdham Road, Chichester, PO20 7AJ

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	**59,908**	**360,856**	**420,764**	492,923
Charitable activities	4	**484,938**	**-**	**484,938**	381,272
Other trading activities	6	**40,941**	**-**	**40,941**	61,563
Investments	7	**5,141**	**-**	**5,141**	2,102
Total income		**590,928**	**360,856**	**951,784**	937,860
Expenditure on:					
Raising funds		**59,091**	**-**	**59,091**	80,790
Charitable activities	8	**479,385**	**321,558**	**800,943**	759,659
Total expenditure		**538,476**	**321,558**	**860,034**	840,449
Net movement in funds		**52,452**	**39,298**	**91,750**	97,411
Reconciliation of funds:					
Total funds brought forward		**1,153,005**	**155,545**	**1,308,550**	1,211,139
Net movement in funds		**52,452**	**39,298**	**91,750**	97,411
Total funds carried forward		**1,205,457**	**194,843**	**1,400,300**	1,308,550

Included within unrestricted funds are £200,000 of designated funds, please see note 17 for more detail.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 24 to 43 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)
Registered number: 04691516

Balance sheet
As at 31 March 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	13		**704,320**		706,839
			704,320		706,839
Current assets					
Debtors	14	**24,213**		41,446	
Cash at bank and in hand		**780,472**		719,748	
		804,685		761,194	
Creditors: amounts falling due within one year	15	**(108,705)**		(54,005)	
Net current assets			**695,980**		707,189
Total assets less current liabilities			**1,400,300**		1,414,028
Creditors: amounts falling due after more than one year	16		**-**		(105,478)
Total net assets			**1,400,300**		1,308,550
Charity funds					
Restricted funds	17		**194,843**		155,545
Unrestricted funds	17		**1,205,457**		1,153,005
Total funds			**1,400,300**		1,308,550

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Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)
Registered number: 04691516

Balance sheet (continued)
As at 31 March 2023

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

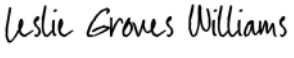
The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Karen Brown
Treasurer
Date: 8/11/2023 | 9:14 AM GMT



Leslie Groves-Williams
Chair
8/11/2023 | 10:10 AM GMT

The notes on pages 24 to 43 form part of these financial statements.

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Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities	19	**178,249**	46,051
Cash flows from investing activities			
Interest received		**5,141**	2,102
Purchase of tangible fixed assets		**(7,188)**	-
Net cash (used in)/provided by investing activities		**(2,047)**	**2,102**
Cash flows from financing activities			
Repayments of borrowing		**(115,478)**	(10,482)
Net cash used in financing activities		**(115,478)**	**(10,482)**
Change in cash and cash equivalents in the year		**60,724**	**37,671**
Cash and cash equivalents at the beginning of the year		**719,748**	682,077
Cash and cash equivalents at the end of the year	20	**780,472**	719,748

The notes on pages 24 to 43 form part of these financial statements

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Notes to the financial statements
For the year ended 31 March 2023

1. General information

The charity is a private company, limited by guarantee, incorporated in England and Wales within the United Kingdom. The Trustees of the company are the members of the company named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is Rear of 1-7 Elm Park, Ferring, Worthing, West Sussex, BN12 5RN.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worthing Women's Aid trading as Safe In Sussex meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held for 12 months from authorising these financial statements

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

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2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Office equipment	- 25% straight line
Property improvements	- 20% straight line

Freehold land is carried at cost and is not depreciated.

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2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

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3. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations	45,956	-	**45,956**
Grants	13,952	360,856	**374,808**
	59,908	360,856	**420,764**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Donations	42,456	480	42,936
Grants	148,873	301,114	449,987
	191,329	301,594	492,923

4. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £
Refuge and Intervention project	484,938	**484,938**

	Unrestricted funds 2022 £	Total funds 2022 £
Refuge and Intervention project	381,272	381,272

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5. Analysis of income from charitable activities by type of income

	Unrestricted funds 2023 £	Total funds 2023 £
Refuge - Housing Benefit	304,388	**304,388**
Service charge	14,396	**14,396**
West Sussex County Council Contract	126,880	**126,880**
	445,664	**445,664**

	Unrestricted funds 2022 £	Total funds 2022 £
Refuge - Housing Benefit	265,432	265,432
Service charge	11,874	11,874
West Sussex County Council Contract	103,966	103,966
	381,272	381,272

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising income	29,916	**29,916**
Charity shop income	11,025	**11,025**
	40,941	**40,941**

	Unrestricted funds 2022 £	Total funds 2022 £
Fundraising income	23,700	23,700
Charity shop income	37,863	37,863
	61,563	61,563

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7. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Interest receivable	5,141	**5,141**

	Unrestricted funds 2022 £	Total funds 2022 £
Interest receivable	2,102	2,102

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Refuge and Intervention project	479,385	289,369	**768,754**
Children support services	-	32,189	**32,189**
	479,385	321,558	**800,943**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Refuge and Intervention project	375,440	352,358	727,798
Children support services	-	31,861	31,861
	375,440	384,219	759,659

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Notes to the financial statements
For the year ended 31 March 2023

9. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Refuge and Intervention project	378,964	389,790	**768,754**
Children support services	1,179	31,010	**32,189**
	380,143	420,800	**800,943**

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Refuge and Intervention project	340,206	387,592	727,798
Children support services	1,744	30,117	31,861
	341,950	417,709	759,659

Analysis of direct costs

	Refuge and Intervention 2023 £	Children support services 2023 £	Total funds 2023 £
Staff costs	364,862	-	**364,862**
Office expenses	1,536	-	**1,536**
Travel	4,611	-	**4,611**
Training	5,885	-	**5,885**
Outings/Activities	-	709	**709**
Supervision	2,070	470	**2,540**
	378,964	1,179	**380,143**

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9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Refuge and Intervention 2022 £	Children support services 2022 £	Total funds 2022 £
Staff costs	323,270	-	323,270
Office expenses	1,509	-	1,509
Travel	3,291	-	3,291
Training	10,201	-	10,201
Outings/Activities	-	1,294	1,294
Supervision	1,935	450	2,385
	340,206	1,744	341,950

Analysis of support costs

	Refuge and Intervention 2023 £	**Children support services 2023 £**	**Total funds 2023 £**
Staff costs	116,936	30,809	**147,745**
Depreciation	9,707	-	**9,707**
Telephone	12,657	151	**12,808**
Legal fees	13,076	-	**13,076**
Establishment costs	89,217	115	**89,332**
Light and heat	20,878	-	**20,878**
Insurance	6,216	-	**6,216**
Repairs and maintenance	54,967	-	**54,967**
Cleaning	3,079	-	**3,079**
Computer costs	25,877	-	**25,877**
Printing, postage and stationery	3,131	-	**3,131**
Equipment	15,294	-	**15,294**
Office expenses	5,020	-	**5,020**
Travel	6,040	32	**6,072**
Training	-	(97)	**(97)**
Loan interest	2,923	-	**2,923**
Governance costs	4,772	-	**4,772**
	389,790	31,010	**420,800**

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9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

During the year, of total costs £321,558 were restricted (2022: £386,717).

	Refuge and Intervention 2022 £	Children support services 2022 £	Total funds 2022 £
Staff costs	168,485	29,757	198,242
Depreciation	10,871	-	10,871
Telephone	12,868	190	13,058
Legal fees	6,747	-	6,747
Establishment costs	61,921	-	61,921
Light and heat	18,264	-	18,264
Insurance	6,182	-	6,182
Repairs and maintenance	42,206	-	42,206
Cleaning	1,687	-	1,687
Computer costs	16,517	-	16,517
Printing, postage and stationery	3,317	-	3,317
Equipment	13,065	-	13,065
Office expenses	15,741	-	15,741
Travel	2,235	-	2,235
Training	-	170	170
Loan interest	2,724	-	2,724
Governance costs	4,762	-	4,762
	387,592	30,117	417,709

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £2,640 (2022 - £1,850).

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11. Staff costs

	2023 £	2022 £
Wages and salaries	**511,581**	536,778
Social security costs	**34,097**	30,734
Contribution to defined contribution pension schemes	**16,815**	14,353
	562,493	581,865

The average number of persons employed by the company during the year was as follows:

	2023 No.	2022 No.
Total	**28**	35

No employee received remuneration amounting to more than £60,000 in either year.

Included within staff costs were redundancy costs totalling £nil (2022 - £4,863).

The total remuneration of key management personnel was £46,530 (2022 - £39,860).

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

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13. Tangible fixed assets

	Freehold property £	Office equipment £	Property Improvements £	Total £
Cost or valuation				
At 1 April 2022	**749,276**	**16,946**	**41,658**	**807,880**
Additions	**-**	**3,385**	**3,803**	**7,188**
Disposals	**-**	**(3,034)**	**(7,400)**	**(10,434)**
At 31 March 2023	**749,276**	**17,297**	**38,061**	**804,634**
Depreciation				
At 1 April 2022	**47,968**	**16,637**	**36,436**	**101,041**
Charge for the year	**6,294**	**884**	**2,529**	**9,707**
On disposals	**-**	**(3,034)**	**(7,400)**	**(10,434)**
At 31 March 2023	**54,262**	**14,487**	**31,565**	**100,314**
Net book value				
At 31 March 2023	**695,014**	**2,810**	**6,496**	**704,320**
At 31 March 2022	701,308	309	5,222	706,839

14. Debtors

	2023 £	2022 £
Due within one year		
Other debtors	**16,775**	34,400
Prepayments and accrued income	**7,438**	7,046
	24,213	41,446

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15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Bank loans	-	10,000
Other taxation and social security	7,907	8,703
Other creditors	97,606	21,903
Accruals and deferred income	3,192	13,399
	108,705	54,005

16. Creditors: Amounts falling due after more than one year

	2023 £	2022 £
Bank loan	-	105,478

Included within the above are amounts falling due as follows:

	2023 £	2022 £
Between one and two years		
Bank loan	-	10,000
Between two and five years		
Bank loan	-	41,500
Over five years		
Bank loan	-	53,978

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2023 £	2022 £
Payable or repayable by instalments	-	53,978
	-	53,978

A bank loan of £200,000 was taken out in December 2011 with Lloyds TSB to purchase freehold property. It was repayable in monthly instalments and was on the bank's standard variable rate. The loan was repaid in full during the year.

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17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
Designated funds				
Capital Purchase Fund	**200,000**	**-**	**-**	**200,000**
General funds				
General Funds	**953,005**	**590,928**	**(538,476)**	**1,005,457**
Total Unrestricted funds	**1,153,005**	**590,928**	**(538,476)**	**1,205,457**
Restricted funds				
Children's Support Service	**1,618**	**35,888**	**(32,189)**	**5,317**
Ministry of Housing, Communities & Local Government Grant (MHCLG)	**41,450**	**-**	**(41,450)**	**-**
Children in Need Covid Response	**23,497**	**-**	**(12,622)**	**10,875**
Lloyds Bank Foundation	**16,897**	**-**	**(16,897)**	**-**
PCC Intervention & Recovery Programme	**-**	**110,944**	**(34,165)**	**76,779**
PCC Safe Spacing Funding	**6,252**	**-**	**(6,252)**	**-**
Sussex Community Foundation	**-**	**9,952**	**-**	**9,952**
Society of the Holy Child Jesus CIO	**15,275**	**-**	**(15,275)**	**-**
The National Lottery Community Fund	**-**	**5,831**	**(5,831)**	**-**
Ernest Kleinwort Charitable Trust	**2,259**	**-**	**(2,259)**	**-**
Eaton Fund	**-**	**5,000**	**(1,809)**	**3,191**
PCC - Community groups	**-**	**20,000**	**(4,145)**	**15,855**
PCC - Women's Specialist Worker	**4,701**	**-**	**(4,701)**	**-**
PCC Womens IDVA	**-**	**40,000**	**(18,335)**	**21,665**
The Screwfix Foundation	**-**	**5,000**	**(5,000)**	**-**
RSA Community Grants	**2,757**	**-**	**(2,757)**	**-**
The Big Give	**-**	**10,287**	**-**	**10,287**
PCC IDVA Provision	**40,839**	**67,954**	**(67,871)**	**40,922**
WSCC	**-**	**50,000**	**(50,000)**	**-**
	155,545	**360,856**	**(321,558)**	**194,843**
Total of funds	**1,308,550**	**951,784**	**(860,034)**	**1,400,300**

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17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Designated Funds	75,629	9,380	-	(85,009)	-
Capital Purchase Fund	-	-	-	200,000	200,000
	75,629	9,380	-	114,991	200,000
General funds					
General Funds	894,842	626,886	(453,732)	(114,991)	953,005
Total Unrestricted funds	970,471	636,266	(453,732)	-	1,153,005
Restricted funds					
Children's Support Service	10,430	23,049	(31,861)	-	1,618
Ministry of Housing, Communities & Local Government Grant (MHCLG)	119,687	-	(78,237)	-	41,450
Children in Need Covid Response	-	40,503	(17,006)	-	23,497
Lloyds Bank Foundation	20,509	26,782	(30,394)	-	16,897
Lloyds Bank Foundation Covid Response	11,595	-	(11,595)	-	-
PCC Intervention & Recovery Programme	8,447	8,600	(10,795)	-	6,252
Police and Crime Commissioner - Engagement Worker	16,394	17,463	(33,857)	-	-
Sussex Community Foundation (1)	7,918	-	(7,918)	-	-
Society of the Holy Child Jesus CIO	-	24,970	(9,695)	-	15,275
The National Lottery Community Fund	36,125	58,591	(94,716)	-	-
Ernest Kleinwort Charitable Trust	-	5,545	(3,286)	-	2,259
Awards for All	6,063	-	(6,063)	-	-

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17. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
PCC - Women's Specialist Worker	-	19,460	(14,759)	-	4,701
The Roddick Foundation	-	20,000	(20,000)	-	-
RSA Community Grants	3,500	-	(743)	-	2,757
PCC IDVA Provision	-	56,631	(15,792)	-	40,839
	240,668	301,594	(386,717)	-	155,545
Total of funds	1,211,139	937,860	(840,449)	-	1,308,550

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17. Statement of funds (continued)

Designated Fund

The designated fund represents £200,000 for a Capital Purchase Fund. This is to fund the purchase of one or more properties for dispersed accomadation.

Restricted Funds

Children's Support Service
BBC Children in Need - We were delighted to have a further 3 year grant awarded to fund this service which will take us up to 31 January 2025. The service is aimed at supporting the children at the refuges, and the grant covers in the main the salaries and other staffing costs for two child support workers as well as a contribution towards some of the outings and activities the staff carry out with the children.
This fund also represents other donations etc given towards the running of the children's service, but in particular to fund larger activities and toys and equipment for the playroom.
Ministry of Housing, Communities and Local Government (MHCLG) Grant
This grant has been used to fund our Womens Groups delivered in the community, and has now ended.
Children in Need Covid Response
This is a fund of money given to support children in the community who are effected by domestic abuse and as a result of the pandemic. The funding period has been extended.
Lloyds Bank Foundation
This grant enables us to continue employing a Refuges manager, and provides a significant contribution towards her salary costs. This grant is now complete.
Lloyds Bank Foundation Covid Response
This grant was completed in 31 May 2022.
Police and Crime Commissioner - Safe Space Funding
The grant gave us additional funding for a Women's specialist worker on domestic abuse to support homeless women. This grant is now complete.
Police and Crime Commissioner - Engagement Worker
This funding is to provide a male domestic abuse engagement worker for a period of a year. The funding ended in March 2022, but the work continues under the umbrella of the Police and Crime Commissioner IDVA provision.
Sussex Community Foundation
This grant is for one year to provide for a sessional children's worker across our refuges.
Society of the Holy Child Jesus CIO
The society has very kindly supported us with a grant for one year for a refuge support worker. The grant has now finished.
The Big Lottery Fund - Early Intervention domestic abuse awareness, education and support project
This funding enabled us to provide group work in the community for women suffering from domestic abuse and also to work with children and young people in a targeted way around safe relationships and domestic abuse. The funding ended in December 2021, but we have been able to continue with the group work through MHCLG funding.
Ernest Kleinwort Charitable Trust
This funding has enables some addtional hours to be specifically dedicated to trust and grant funding applications. The grant is now complete.
Eaton Fund
We were delighted to be awarded this grant which enable us to buy essential items for the women that we work with. There is a potential for a further £5,000 grant provided the initial round is successful.
Police and Crime Commissioner - Community Groups
This was given to us as a one-off grant to support our community group work. This will be used up August 2023.
Police and Crime Commissioner - Women's Specialist Worker
The funding for a Women's specilist worker on domestic abuse has now finished.
Police and Crime Commissioner - Women's IDVA
Our local Police and Crime Commissioner has granted us 1 years to funding to enable us to employ a Women's IDVA. This will be renewed summer 2023.

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17. Statement of funds (continued)

The Screwfix Foundation
We were delighted to receive this grant which has greatly helped in the refurbishment of the kitchen at one of our refuges.
Awards for All
This grant was to provide computer equipment and office furniture for a new office space. This grant is now finished.
RSA Community Grants
This grant will be used to assist women and children coming into or moving on from our refuges, and is now finished.
The Roddick Foundation
We were delighted to receive funding for one year at the start of April 2021 that enabled us to continue to fund an Up2U worker. The Up2U project ended in March 2022.
The Big Give
The Christmas 2022 campaign has enable us to cover some the costs for a refuge worker for one year.
Police and Crime Commissioner - IDVA provision
The grant provides for 2 specilaist IDVA positions. The funding has been agreed to March 2025.
WSCC
This was given to us a one-off to support our community group work. This is now complete.
Police and Crime Commissioner - Intervention & Recovery Programme
We were pleased to be awarded this grant to primarily support our IDVA programme until March 2025. It provides funding for the equivalent of 3 full time IDVA's and their associated costs.
The National Lottery Community Fund
This was a grant to acquire an accessability toolbar for our website.

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	704,320	-	**704,320**
Current assets	609,842	194,843	**804,685**
Creditors due within one year	(108,705)	-	**(108,705)**
Total	1,205,457	194,843	**1,400,300**

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18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	706,839	-	706,839
Current assets	605,649	155,545	761,194
Creditors due within one year	(54,005)	-	(54,005)
Creditors due in more than one year	(105,478)	-	(105,478)
Total	1,153,005	155,545	1,308,550

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19. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	**91,750**	97,411
Adjustments for:		
Depreciation charges	**9,707**	10,871
Interest received	**(5,141)**	(2,102)
Decrease/(increase) in debtors	**17,233**	(10,753)
(Decrease)/Increase in creditors	**64,700**	(49,376)
Net cash provided by operating activities	**178,249**	46,051

20. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	**780,472**	719,748
Total cash and cash equivalents	**780,472**	719,748

21. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	**719,748**	**60,724**	**780,472**
Debt due within 1 year	**(10,000)**	**10,000**	**-**
Debt due after 1 year	**(105,478)**	**105,478**	**-**
	604,270	**176,202**	**780,472**

22. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £16,815 (2022 - £14,353). Contributions totalling £nil (2022 - £nil) were payable to the fund at the balance sheet.

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23. Operating lease commitments

At 31 March 2023 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023	2022
	£	£
Not later than 1 year	**65,938**	73,273
Later than 1 year and not later than 5 years	**119,190**	159,053
Later than 5 years	**-**	18,933
	185,128	251,259

24. Related party transactions

There were no related party transactions in the year that require disclosure under SORP 2019 (FRS 102).

WORTHING WOMEN'S AID

England & Wales - Charity number 1098726

Accounts

Registered number: 04691516
Charity number: 1098726

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 March 2022

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

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Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2022

The Trustees of Safe in Sussex are pleased to present their annual report together with the financial statements for the year ended 31 March 2022. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP2019) Accounting and Reporting by Charities FRS102, the Charities Act 2011 and the Companies Act 2006.

Reference and Administration details of the Charity

Charity number:	1098726
Registered Number:	04691516
Principal Office	The Rear of 1 to7 Elm Park Ferring Worthing West Sussex BN12 5RN

Directors/Trustees

The Directors of the company are its Trustees for the purpose of Charity Law. The Trustees who served during the year and since the year end were as follows:

Trustee	Trustee Role	Appointment Date
Jenny King	Co-Chair	21/5/2018
Leslie Groves Williams	Co-Chair	13/1/2020
Sue Kropf	Service User Trustee	21/11/2011
Sam Walker	Policy Trustee	14/4/2015
Katie Byrnes	Legal Trustee	6/4/2020
Germaine Faulkner	Marketing & Communications Trustee	18/1/2021
Jo Doswell	HR Specialist Trustee	1/3/2021
Karen Brown	Treasurer	19/4/2021
Tana Jackson	Company Secretary	19/7/2021
Tamsin Haigh	Income Generation Trustee	19/7/2021
Jean Valentine	Treasurer	Resigned 19/4/21
Alex Woodward	Marketing & Communications Trustee	Resigned 11/5/21

Structure, governance and management

The charity is constituted as a company limited by guarantee. It has no share capital and is therefore governed by a memorandum and articles of association which is dated 10th March 2003. The liability of each member in the event of the winding up is limited to £1.

The Charity is administered by the Trustee Board, which allows for up to 12 elected Trustees (Directors) who currently meet every six weeks. Others attend the meeting on invitation of the Trustees and are non-voting observers. The Trustees are elected by the members and hold office for three years and are eligible for re-election. The Trustees have the power to co-opt further members to serve on the Trustee Board up to a maximum of three.

The Trustees consider that a minimum requirement of 5 Trustees is required for effective governance, with 10-12 Trustees at any one time considered to be the optimum number of Board members.

Induction for new Trustees is subject to a formal procedure, targeted at the specific needs of the organisation, using REACH volunteering and local volunteer sites to attract the right candidates with the right skills and backgrounds.

The Trustee Board has had the optimum number of Trustees for this financial year, with three new trustees joining the Board this year with excellent relevant skills and experience. The focus of recruitment has been on ensuring that each Board member brings a specific area of expertise required for delivery of our Strategic Plan. A skills and diversity audit was conducted in 2022 and this will be used to guide future recruitment as Board members retire from their roles.

The Trustees continue to work hard and make very good progress regarding the review of their governance effectiveness against principles as set out in the Charity Governance Code. The charity has formally signed up to the code and will continue with an annual self-assessment. An overarching Risk Register has now been developed for all areas of the organisation, with a thorough review having taken place. A section is planned to be reviewed at each Board meeting, meaning all sections will be reviewed on an annual basis. All trustees receive an induction and continuing development programme for all Trustees and an awayday is now held each year to monitor and set the broad direction for the organisation as well as to monitor the working of the Board. The Articles and Memorandum of Safe in Sussex were reviewed and updated in 2022 and amendments were approved by the Charity Commission. Administrative procedures have been improved to ensure that all decisions made and actions required are systematically followed up on both between and at each Board meeting. An annual staff engagement survey was introduced by the Board in early 2022 and feedback by staff has allowed governors and management to take appropriate actions to improve staff engagement.

Trustees are responsible for the strategic direction of the organisation and the production of the overall strategic policy, in consultation with the senior management team. The Trustees ensure that any major decisions and developments are made in line with the strategy or are in sympathy with the overall aims and objectives. All Trustee decisions are minuted and tracked as an integral part of the governance process. Operational decisions are delegated to the CEO and senior management team who are required to regularly report to the Trustee Board.

The Trustee Board acts as the remuneration committee for the organisation as a whole and set the salaries of the CEO and senior management team as well as annual cost of living increases. Individual staff salaries are delegated to the CEO with support from the Finance Committee.

No conflicts of interest have arisen during this financial year.

Safe in Sussex has 35 members of staff (6 full time) and 25 volunteers.

Objectives and activities

Established in 1977, Worthing Women's Aid, now trading as Safe in Sussex, has the following objectives:

1. **Increase community knowledge** of domestic abuse and healthy relationships (service providers, businesses, schools, general public); and i**ncrease community ability and capacity to take action to prevent and respond to domestic abuse** (including schools, frontline public service professionals)
2. **Increase awareness of our services** to ensure that those who need to access our services are able to.
3. **Deliver holistic, services with a whole family approach. This encompasses prevention** (schools, outreach)**, crisis response** (helpline, refuge)**, support, including peer support,** (refuge, community groups) **and recovery** (groups)
4. **Improve inclusivity** of Safe in Sussex services (through reducing barriers for male and female victims/survivors, including minority ethnic communities, LGBTQ+ communities, and those with complex needs as well as through engaging service users systematically in quality assurance, and, for example, in translation of core literature).

Activities

Through emergency Covid funding provided by the MHCLG we opened an additional 6 bedroomed refuge in the west of West Sussex to address the continuing need for safe accommodation. The first residents were admitted in April 2021.

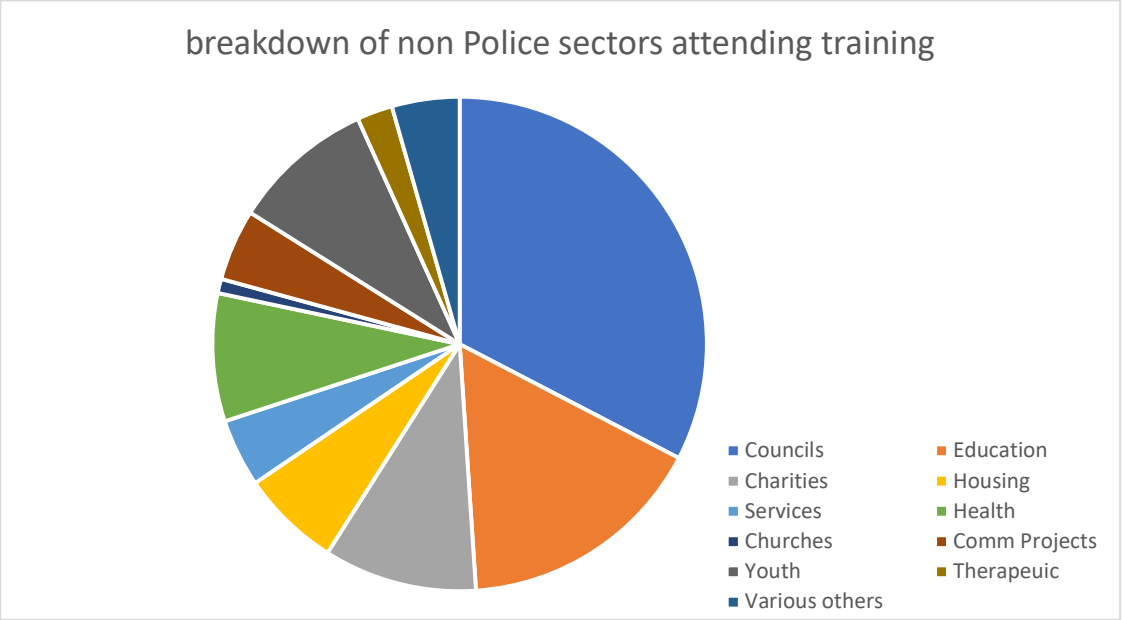
During this year we secured funding to open 3 flats as dispersed refuge accommodation aimed at supporting clients who could not access traditional refuge, with referrals coming directly

from housing departments in West Sussex district and boroughs. The flats took their first residents in December 2021 and clients receive the same standard of support as those in communal refuge provision.

Funding was secured through the Police and Crime Commissioner to employ an LGBTQ+ Outreach Worker. This post commenced in January and included additional funding for the worker to achieve the IDVA qualification. The Worker has been developing contacts with the LGBTQ+ community and building awareness of this new service in West Sussex.

Although for a large period of the year Covid restrictions were in place, we began to return to some face to face Freedom Programme delivery and will be expanding this in the coming year whilst retaining 2 online Freedom Programme remaining.

A grant received from the MOJ via the Police and Crime Commissioner's Office enabled the delivery of Introduction to ACEs and Trauma Informed Working Training. Initially this training was aimed at those working for Sussex Police and due to the success was extended to other professionals across the whole county of Sussex including housing departments and voluntary sector organisations. This training was delivered to 2104 individuals.



Participants were asked to give one example of how the training would improve their practice, responses included the following.

"*I now have the understanding of why a child/young person may be behaving in a certain way and the importance of being an emotionally available adult.*"

"I can help my clients to discuss their trauma and acknowledge their past experiences - I also work with probation so can pass on my knowledge within that area of my work in order to assist clients and the reasoning behind their behaviours. The same with the mental health workers."

"I will approach anyone showing anger or resentment (including my own children) with more open questions, sitting in silence and empathy."

"I understood the flight, fight, freeze - but the flop and friend were new to me and although seems obvious, it is good to have a better understanding of hypo-arousal and how disconnected traumatised children can be. It also helped with understanding my older foster child, with the work around behaviours associated to vulnerability."

As the helpline was set up to meet the needs during the Covid pandemic we wound this service up at the end of December 2021.

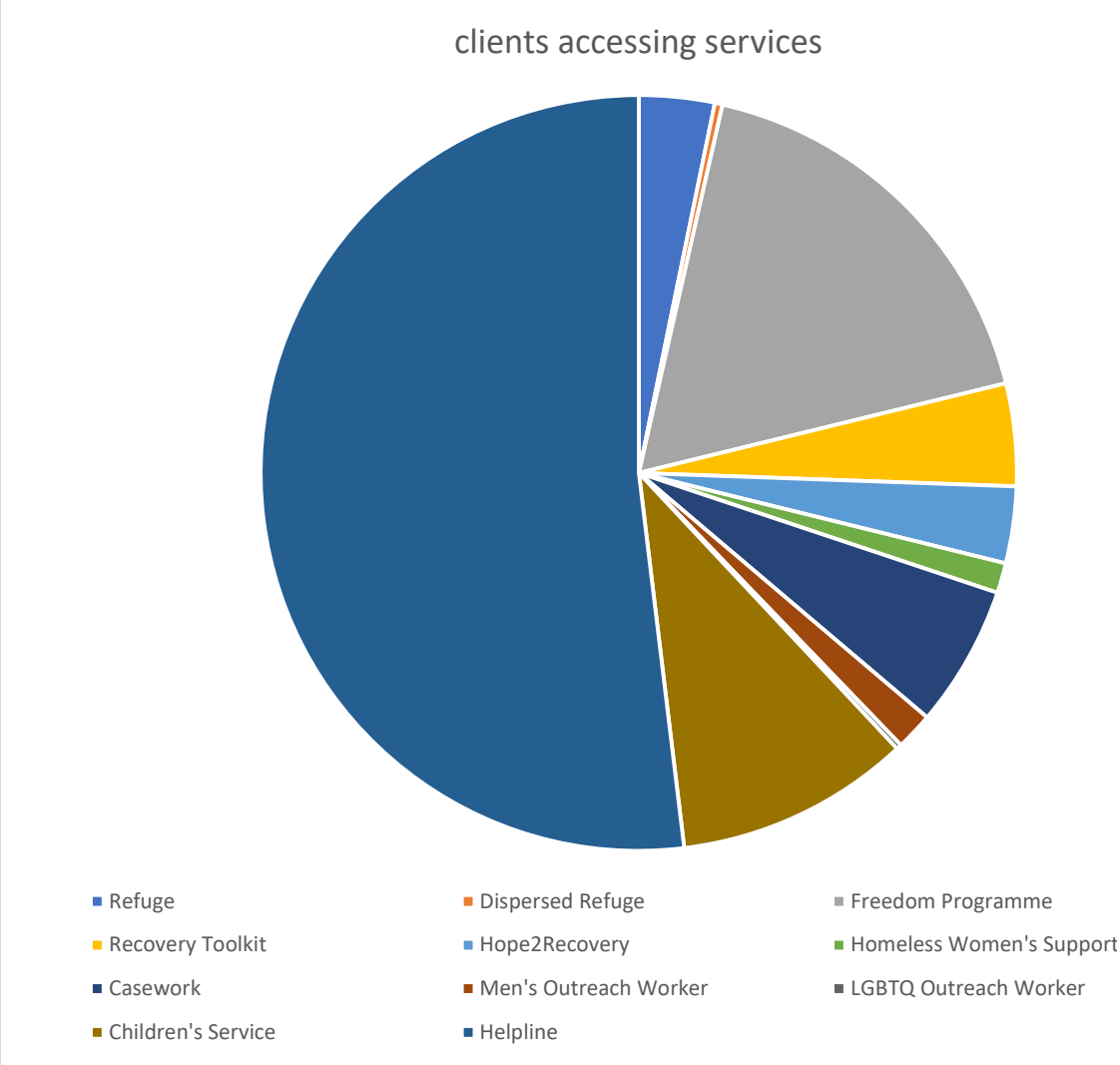
5 Year Strategic Plan Achievements

Funding: A further 3-year funding from Children in Need was secured for the Child Support Workers in our refuge provision. Funding for the community groups work has been secured until the end of the financial year 2023. We were successful in gaining continuation funding from Lloyds Bank Foundation for the refuge manager.

Now the helpline has closed we are concentrating on growing our IDVA outreach service and will review having a triage service as per our strategic plan.

Total number of people accessing our services during this financial year:

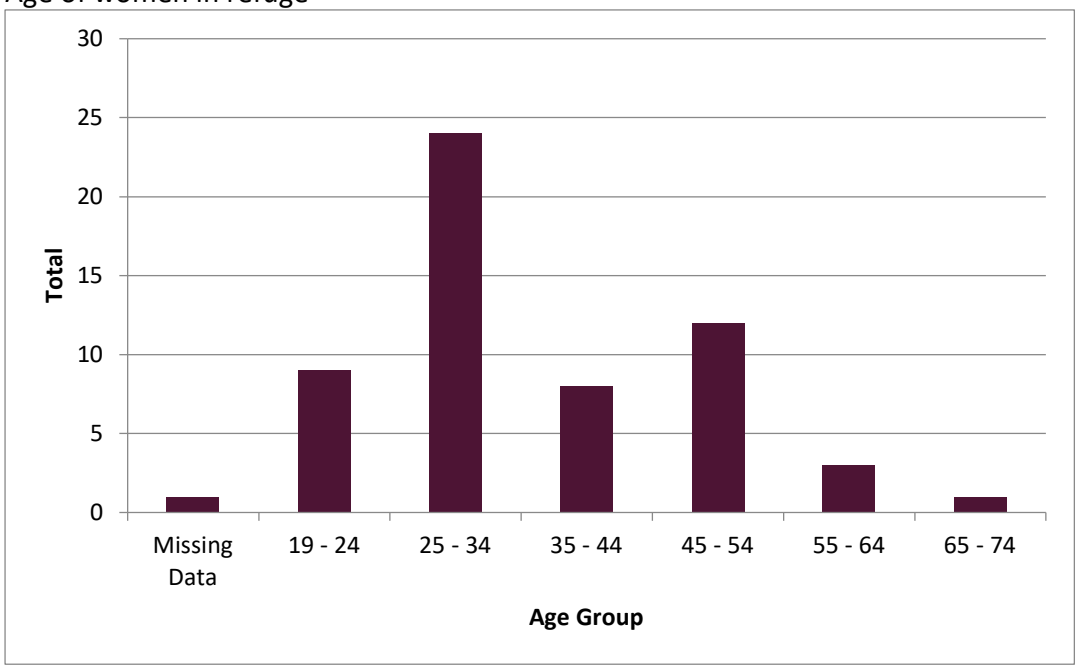
Refuge	58
Dispersed Refuge	6
Freedom Programmed	317
Recovery Toolkit	79
Hope2Recovery	59
Homelessness Women's Support	23
Men's Outreach Worker	29
LGBTQ Outreach Worker	4
Children's Services	181
Helpline	934



Refuge Service

Our refuge provision is a place of safety for women (and their children) fleeing domestic abuse. We have 23 rooms across our communal refuge provision, this includes Amber House Refuge which is known in the community. Each woman has personalised one to one practical and emotional support to empower them in their recovery from domestic abuse. **58** women accessed the refuge provision.

Age of women in refuge



Ethnicity of women in refuge

White	**Value**	**%**
British	36	62.07
Eastern European	7	12.07
Roma	1	1.72
Any other White background	3	5.17
Mixed / Multiple Ethnic Background	**Value**	**%**
White and Black Caribbean	1	1.72
Any other Mixed / Multiple ethnic background	1	1.72
Asian / Asian British	**Value**	**%**
Pakistani	3	5.17
Bangladeshi	1	1.72
Black / African / Caribbean / Black British	**Value**	**%**
African	2	3.45
Other Ethnic Group	**Value**	**%**
Arab	1	1.72

Any other ethnic group	1	1.72
Missing Data	1	1.72

Number of women with a disability

Disability	Value	%
Yes	21	36.21
None	37	63.79

Feedback from woman who received refuge support:

"I want to say thank you for having me here (Amber House Refuge) I know I am at the beginning of my journey to start again and find myself but it was only a few short weeks ago I was at my lowest point ever, I'd actually lost all hope.

I had not one person I could turn to and my whole life that I've worked so hard at seemed nothing but a pointless heartbroken mess, so much so that I couldn't even reflect back onto it or dare to think back on any of my memories for fear of the pain it caused me.

I always manage to survive on the hope that things would get better as long as I tried my best but even that had gone and I'd lost the hope I needed to carry on.

Everything I'd ever had or loved had been taken from me and I was in a relationship that I felt no love or happiness and I dreaded each day for fear of what I may suffer and was scared of life itself. It was soul destroying and I felt a failure and not worthy of a future.

Whereas now such a small time on from that, I can actually say for the first time in many years, I have found people who listen and care, who are not in it for what they can take from me but they are just here to help, understand and empathise. I now have hope again. THANK YOU."

Dispersed Refuge Flats – These are safe units that enable a pan-gendered provision, allowing those who are unable to access traditional refuge to have a place of safety and support. The average length of stay is 3-6 months and since they opened in November 2021, four people have benefitted including a male survivor. Residents receive the same high standard of support from a refuge worker as those in our communal refuge provision.

On leaving one client wrote:
"I don't really know where to start, words don't seem enough but thank you for everything you have done form me and my daughter. A few months ago I didn't have a future or anything to look forward to. I now have a future, a god happy safe future with my daughter. You saved us both. Thank you."

Children's services

Refuge- The Child Support Workers provide dedicated one to one support to children and young people in refuge, along with group activities and parenting support. They ensure that the children who are victims in their own right receive specialist support, access education and have a voice. During this financial year they have supported **42** children and young people in refuge.

Age	**Value**	**%**
0 – 5	16	38.10
6 – 11	23	54.76
12 – 15	2	4.76
16 – 18	1	2.38

Gender	**Value**
Female	24
Male	18

White	**Value**	**%**
British	19	45.24
Eastern European	3	7.14
Any other White background	2	4.76
Mixed / Multiple Ethnic Background	**Value**	**%**
Any other Mixed / Multiple ethnic background	1	2.38
Asian / Asian British	**Value**	**%**
Pakistani	5	11.90
Missing Data	12	28.58

Community support for children and young people- Our Children and Young Peoples' Facilitators provided one to one and small group support to **49** children and young people in school settings who were experiencing domestic abuse in the home or within their relationship. Additionally, a further **90** children received The GREAT Project, which is an interactive programme which promotes healthy relationships and an understanding of domestic abuse.

Age of children receiving one to one and small group support	**Value**	**%**
Missing Data	1	2.04
6 – 11	22	44.90
12 – 15	19	38.78
16 – 18	7	14.29

Gender	**Value**	**%**
Don't Know	1	2.04
Female	31	63.27
Male	16	32.65
Non binary	1	2.04

Ethnicity of children and young people receiving one to one and small group support

White	**Value**	**%**
British	27	55.10
Eastern European	1	2.04
Any other White background	1	2.04
Mixed / Multiple Ethnic Background	**Value**	**%**
Any other Mixed / Multiple ethnic background	2	4.08
Other Ethnic Group	**Value**	**%**
Don't Know	5	10.20
Not Asked	13	26.53

Feedback from children and young people:

"It was very informative and will help me identify the warning signs of abuse easier"

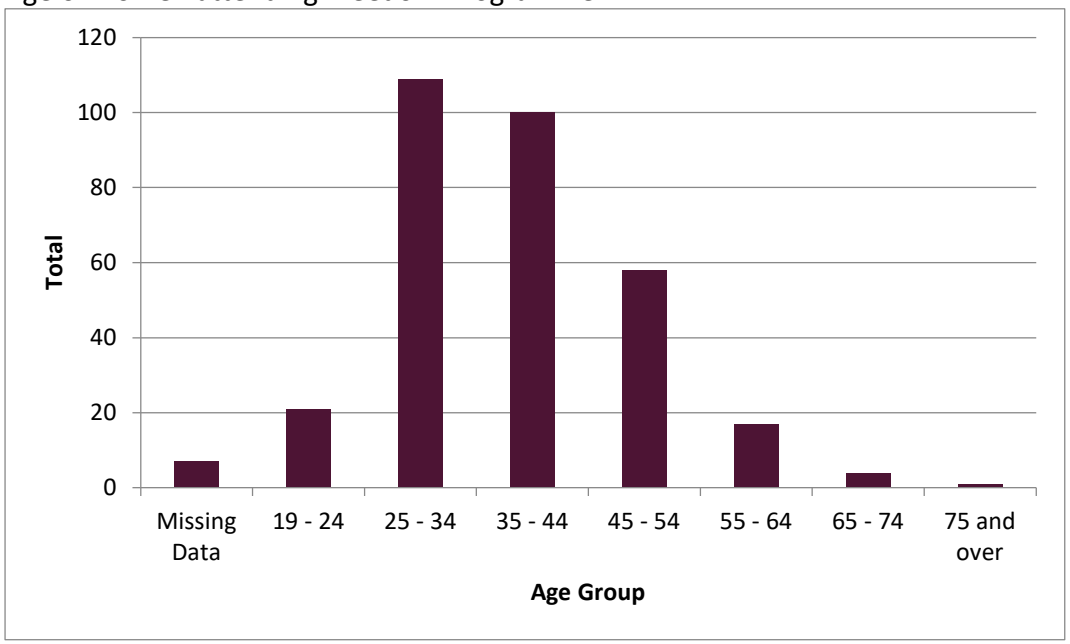
I think that it was really helpful and helped me understand what an abusive relationship looks like"

"Very helpful, now know where to go if I'm in trouble"

Community Services

Freedom Programme- The charity has been facilitating the Freedom Programme for 14 years supporting hundreds of women who are or have experienced domestic abuse. The Freedom Programme runs for a 10-week period and explores the tactics an abusive person uses, women often report having 'light bulb moments' realising the extent of the abuse they have experienced. This year the programme has been delivered primarily online with one in person group session commencing in September. A total of **317** women attended the Freedom Programme.

Age of women attending Freedom Programme



Ethnicity of women attending Freedom Programme

White	**Value**	**%**
British	262	82.65
Eastern European	11	3.47
Any other White background	8	2.52
Mixed / Multiple Ethnic Background	**Value**	**%**
Any other Mixed / Multiple ethnic background	14	4.42
Asian / Asian British	**Value**	**%**
Indian	4	1.26
Pakistani	1	0.32
Any other Asian background	6	1.89
Black / African / Caribbean / Black British	**Value**	**%**
Any other Black / African / Caribbean background	2	0.63
Other Ethnic Group	**Value**	**%**
Any other ethnic group	6	1.89
Don't Know	2	0.63
Not Asked	1	0.32

Women with a Disability	**Value**	**%**
Yes	152	47.95
None	121	38.17
Don't Know	24	7.57
Not Asked	20	6.31
Declined	0	0.00

Children of Freedom Programme Participants	**Value**
Average number of children per client	1.95
Number of clients with children	222

Total number of children	434

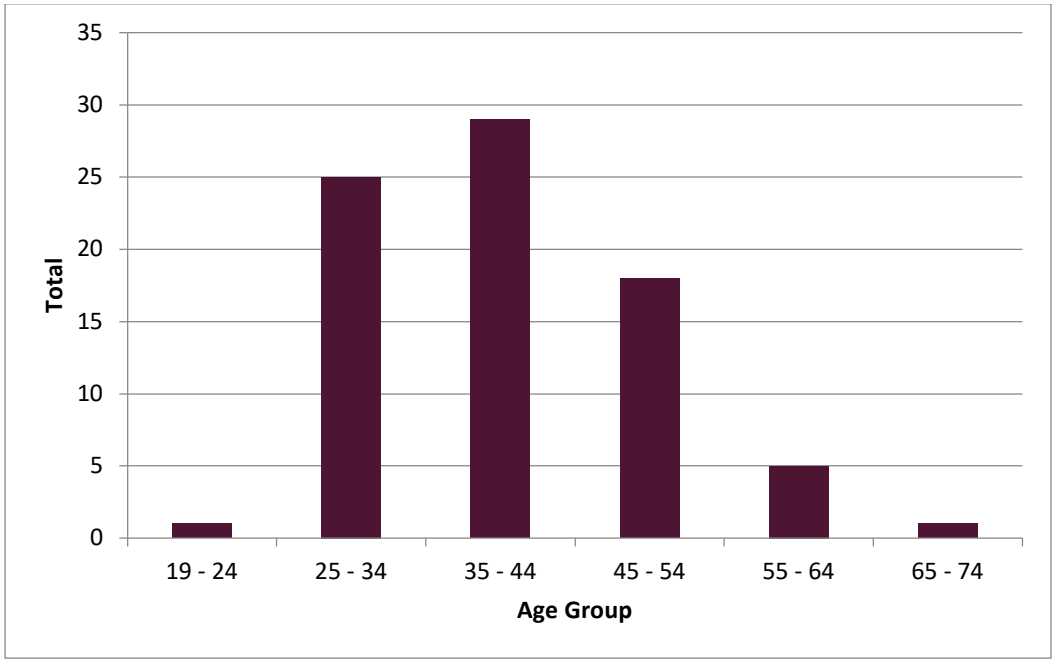
Women who have completed the evaluation told us of the positive impact through attending the group:

"Finding people and hearing stories that show people have been through the similar situations to me has made me feel less alone, and not too 'abnormal'. Has opened my eyes to the behaviour that shouldn't be accepted which I thought was perhaps just a normal male way to behave."

"Before starting the programme I doubted at times whether my relationship had actually been abusive. The knowledge that it had indeed been abusive has given me more confidence to go forward and to stop blaming myself for things that are completely outside of my control."

"On every single session there was at least one thing mentioned that I was unaware was a form of abuse which meant I was learning so much and becoming so aware of what I've been through in the past that I would've been unaware of."

The Domestic Abuse Recovery Toolkit: This is a programme for women who are no longer in an abusive relationship but would like assistance to overcome the psychological trauma of domestic abuse and move forward with their lives. It focuses on adopting positive coping strategies for themselves and supporting their children. 79 individuals completed the Domestic Abuse Recovery Toolkit in this year.



Ethnicity of women

White	**Value**	**%**
British	71	89.87
Any other White background	1	1.27
Mixed / Multiple Ethnic Background	**Value**	**%**
Any other Mixed / Multiple ethnic background	2	2.53
Asian / Asian British	**Value**	**%**
Indian	1	1.27
Pakistani	1	1.27
Black / African / Caribbean / Black British	**Value**	**%**
African	1	1.27
Other Ethnic Group	**Value**	**%**
Any other ethnic group	1	1.27
Don't Know	1	1.27

Women with a Disability	**Value**	**%**
Yes	28	35.44

None	49	62.03
Don't Know	1	1.27
Not Asked	1	1.27
Declined	0	0.00

Children of Recovery Toolkit Participants	**Value**
Average number of children per client	1.88
Number of clients with children	67
Total number of children	126

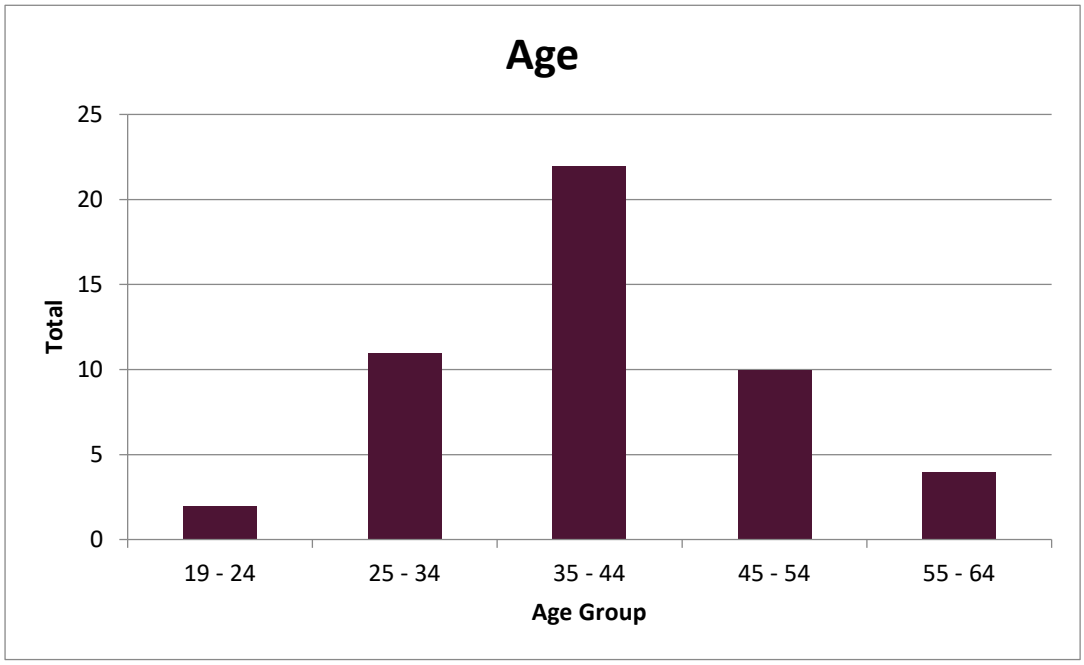
The women told us through evaluations of the benefits of attending the programme:

"I feel more understood and supported. I feel better able to handle my ex husband – I can spot abusive tactics and patterns and feel more empowered to set boundaries, that I'm not being unreasonable etc"

"You cannot measure the magnitude of the difference it has made. It's been a life changer. I started the freedom program in secret in May 2019 and right up until now I have been guided and helped by Safe in Sussex outreach, the freedom programme and the recovery toolkit. Without them all my new life would not have been possible."

"The fact is that I know I am now in control of my own life and I've been given an insight into how I got to where I was because of allowing someone else to take control. It has liberated me and given me a new found freedom to be happy going forward and the knowledge and understanding so that I don't allow this back into my life ever again."

Hope2Recovery – This 6 week programme is for any adult who is experiencing or has experienced domestic abuse. The programme is delivered online with trained facilitators and it follows trauma informed principles using a psycho-educational approach which avoids triggering or re-traumatising participants. This programme is gender neutral and can be used to support anyone experiencing domestic abuse. The overall aims are to develop sufficient, safety, trust and motivation in the individuals so that they can develop an understanding of the tactics perpetrators of domestic abuse and coercive control use and in doing so develop a better understanding of the difference between healthy/unhealthy and abusive relationships.



Gender	Value	%
Female	41	83.67
Male	8	16.33

Ethnicity of participants

White	Value	%
British	36	73.47
Eastern European	2	4.08
Any other White background	2	4.08
Mixed / Multiple Ethnic Background	**Value**	**%**

White and Black African	1	2.04
Any other Mixed / Multiple ethnic background	2	4.08
Asian / Asian British	**Value**	**%**
Indian	1	2.04
Any other Asian background	1	2.04
Black / African / Caribbean / Black British	**Value**	**%**
African	1	2.04
Other Ethnic Group	**Value**	**%**
Any other ethnic group	1	2.04
Don't Know	2	4.08

Disability	**Value**	**%**
Yes	25	51.02
None	23	46.94
Don't Know	1	2.04
Not Asked	0	0.00
Declined	0	0.00

Hope2Recovery participants with children	**Value**
Average number of children per client	2.03
Number of clients with children	37
Total number of children	75

Feedback from participants:

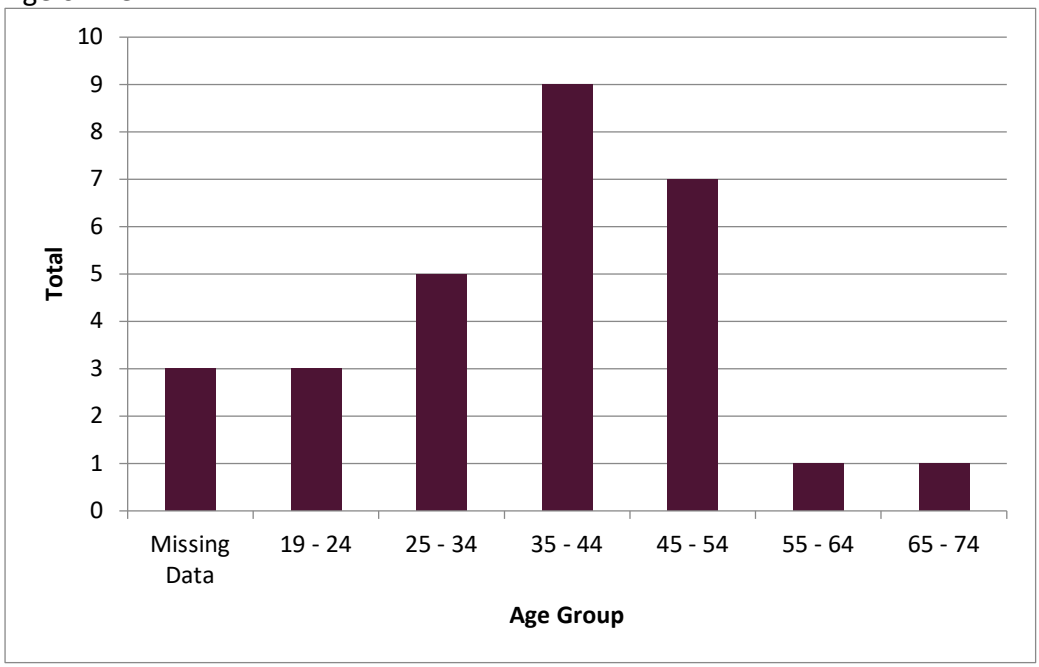
"It has helped me feel less isolated in my situation seeing others circumstances."

"It was nice to meet people who were in a similar difficult abusive relationship and agreed to share their stories and experiences."

Men's Service

We began to develop this service in January 2021 with funding from the Police and Crime Commissioner's Office. Part of the funding was to explore what kind of service men wanted and how they wanted to access a service. During this year the worker has supported **29** men. The worker will be delivering the Hope2Recovery Programme to men at the beginning of the next financial year

Age of men



Ethnicity of men accessing the service

White	**Value**	**%**
British	18	62.07
Mixed / Multiple Ethnic Background	**Value**	**%**
White and Asian	1	3.45
Asian / Asian British	**Value**	**%**
Pakistani	1	3.45
Black / African / Caribbean / Black British	**Value**	**%**
African	1	3.45
Other Ethnic Group	**Value**	**%**
Don't Know	6	20.69

Not Asked	1	3.45
Declined	1	3.45

Disability	Value	%
Yes	10	34.48
None	12	41.38
Don't Know	5	17.24
Not Asked	1	3.45
Declined	1	3.45

Men with children	Value
Average number of children per client	1.45
Number of clients with children	11
Total number of children	16

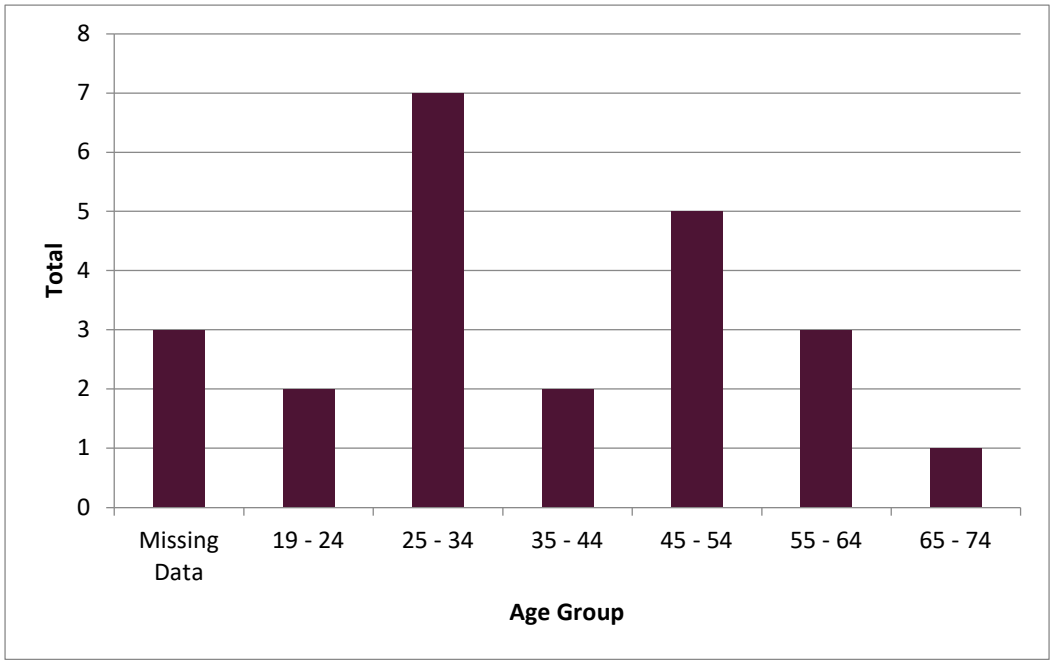
One family member commented on the positive impact of the support given to a male family member who accessed our services.

"We've been positively overwhelmed by all the practical support as well as the emotional support offered by Safe in Sussex. They've really been able to understand his needs. He has found it difficult in trusting strangers but the case worker has made it easy for him due to their empathic and approachable nature."

Homeless Women's Support Service

Our part-time worker provides specialist support to women who are homeless and insecurely housed, working in partnership with local homelessness charity Turning Tides in Littlehampton. She facilitates a women's group on a weekly basis and provides individual support to women who often have multiple complex needs. Some of the women who access this service developed a photographic exhibition which reflected their experiences of homelessness and domestic abuse, this exhibition was displayed in Littlehampton and Worthing. In this reporting period the worker has supported **23** women.

Age of women accessing service



Ethnicity of women

White	**Value**	**%**
British	17	73.91
Any other White background	3	13.04
Asian / Asian British	**Value**	**%**
Pakistani	1	4.35
Other Ethnic Group	**Value**	**%**
Any other ethnic group	1	4.35
Don't Know	1	4.35

Disability	**Value**	**%**
Yes	15	65.22
None	5	21.74
Don't Know	3	13.04

Children of women accessing homeless women's support services	Value
Average number of children per client	2.13
Number of clients with children	8
Total number of children	17

Helpline service

The helpline service closed on 17th December 2022. During this financial year a total of **934** individuals contacted the helpline for support and information. This included those experiencing domestic abuse, concerned about a loved one and professionals seeking information.

Our Priorities for 2022-23 are as follows:
Funding: secure funding for our work with children and young people in schools, additional funding for community groups (currently part funded through small grants).

Prepare for additional tendering opportunities for safe accommodation from West Sussex County Council as part of the Domestic Abuse Safe Accommodation funding from central Government.

Expansion of our IDVA service to ensure people attending our community groups have access to one-to-one support when needed.

We will seek to work in partnership with housing departments to provide specialist domestic abuse workers within the departments to enable victims to receive dedicated support when presenting at housing.

Pursue the Women's Aid Accreditation.

Develop a new fundraising and income generation strategy including case for support and development of a training arm.

Monitoring and Evaluation Framework: Improve data collection, analysis and reporting to allow for more rigorous measurement of outcomes as per our Strategic Plan.

Governance: Continue to balance continuity and refreshment of the Board of Safe in Sussex to ensure an active and fully competent Board able to effectively lead strategy implementation and the wider governance of Safe in Sussex.

Financial Situation:

Once again, we are pleased to report that we have ended the year with a positive result, having budgeted once again for a deficit. A significant contributing factor has been a grant from the Ministry of Justice (MOJ) to deliver our expert training to the Police and their wider network of associated organisations. This is not to distract from the amazing generosity of individuals and local organisations who have contributed through donations and fundraising and the hard work of our small fundraising team who have successfully gained funding from charitable trusts and foundations and built relationships with the community.

We are grateful to have been commissioned by the Police and Crime Commissioner's (PCC) Office to deliver Trauma Informed and Adverse Childhood Experiences training to Sussex Police and a range of statutory and voluntary professionals. The MOJ and PCC have also supported us with funding to train and recruit Independent Domestic Violence Advocates to broaden our community reach.

Our application for continuation funding from Children in Need for our Child Support Workers was successful providing a further 3 years (until February 2025) of support to children and young people within our refuge provision. We pleased to report that continuation funding from Lloyds Bank Foundation was also secured.

Sadly, our bid for continued funding from the Big Lottery to deliver and expand our group work was not renewed. However, we believe that this work is vital and key to our overall strategy. Therefore, we continued to fund this activity from our reserves for a short period during the year. We have now been successful in securing funding from the MOJ and West Sussex County Council to continue this for a further three years (until July 2025).

It is still our intention to pursue the development of providing additional refuge facilities in West Sussex. The Board of Trustees and senior managers have reviewed the previous strategy of providing refuge facilities in the Crawley area along the same lines as our Amber House model. Due to the success of the dispersed accommodation trial and the location of our staff and facilities, it is now our intention to develop dispersed or independent facilities in the west of the county and we have begun planning a capital appeal to fund this project.

The Trustee Board are always conscious of the temporary time-limited nature of our funding streams and continue to be aware of the constant need for vigilance and caution in their spending plans. Although our finances are presently relatively secure, another deficit budget has been prepared for 2023. Also, if funding for any of our key strategic services comes to an end the Board are committed to paying for these from our unrestricted reserves for up to six months until alternative funding can be secured. If

those outcomes do occur, it will absorb some of the surplus achieved this year. The Board are very aware of this and the continually changing situation and are looking at our long-term plan in order to develop further unrestricted funding streams to provide resilience in our finances.

The Trustees are very grateful to all the organisations, groups and individuals who have raised funds and given donations during this financial year.

Conclusion: The board of Trustees would like to express their sincere gratitude to all the staff and volunteers who work so hard to ensure the delivery of a safe and high-quality professional service. The enthusiasm and commitment of both staff and volunteers is appreciated by the Board of Trustees and reflected in the overwhelmingly positive feedback received from both service users and professionals through our evaluation.

Financial Review

The results of the year are set out in the Statement of Financial Activities on page 28. A surplus of £182,534 (2021: £98,360) was earned in the general fund. A deficit of £85,123 (2021: £48,506 surplus) occurred in the restricted funds

Reserves Policy

The organisation's reserves policy has been reviewed and updated during this financial year.

The trustees have agreed that the reserves policy of Safe in Sussex should protect the continuity of our core work if funding streams, especially short-term grants, are not renewed. This is to give our staff and service users confidence that the charity can continue to provide services. It is also intended to ensure that the organisation can continue to operate during periods of general financial instability such as high wage and cost inflation. Finally, the policy also considers the long-term objectives of the charity to hold designated funds for expanding services and investing in assets.

In order to achieve these aims, the reserves requirement has been split into several categories (see table 1). This includes the creation of a new designated reserves category the "Capital Purchase Fund" (CPF) which is a ring-fenced amount set aside for the development of a long-term project to raise funds for the purchase of additional property as mentioned earlier in this report.

The project will require significant marketing and management costs. An initial estimate of this is £200,000. On 22nd June 2022 the Board agreed to repurpose the £85,000 designated reserves pot previously assigned to set-up costs of Crawley refuge into the CPF.

The total reserves requirement calculated for 2022/23 based on the annual budget and the longer term planned spending commitments is £386,207. This is split into general requirements of £186,207 and designated requirements of £200,000.

The unrestricted fund as at 31st March 2022 totalled £1,153,005 (2021: £970,471) of which £706,839 was invested in tangible fixed assets. The charity therefore had free reserves of £446,166 (2021: £252,761) of which £200,000 has been designated to future projects. Future loan repayments due after more than one year total £105,478 (2021: £114,960). The charity therefore has operational reserves of £551,644 (2021: £367,721), £351,644 allowing for the designated fund. This is greater than the calculated requirement for the year commencing 1st April 2022, so the Trustees are satisfied that the level of reserves is sufficient.

Reason	What might happen?	Level of reserves required	Value for 2022/23
Unforeseen emergencies	Properties need significant maintenance; need to employ extra staff due to sickness etc	General fund suggested	£10,000
Budget deficit / budget contingency	The current budget does not cover the expected expenditure;	The full value of current deficit to be maintained	£61,600
	Costs increase during the year vs budget	Keep 5% of expenditure budget as a contingency	£30,907
Future income uncertainty	WSCC contract income ends	Contract now extended to 30/9/2024	£0
	Refuge housing benefit & service charge income is lower than expected	Current occupancy in budget is 81%. 10% contingency of £312k	£31,200
	Grants are not renewed leading to need to fund activity from reserves	For grants of less than 12 months duration, keep a further 6 months in reserve.	£12,500
Refuge maintenance	Significant maintenance is needed as some of the refuges including new bathrooms.	Whilst the list of work is being pulled together, keep reserves of £10k per building	£40,000
SUB-TOTAL GENERAL EXPENDITURE RESERVES REQUIRED			**£186,207**
Capital purchase	Costs incurred in the capital funding project - marketing and staff costs	Start of fund to purchase properties rather than rent to provide more unrestricted income	£200,000
SUB-TOTAL DESIGNATED RESERVES REQUIRED			**£200,000**

TOTAL RESERVES REQUIRED AS AT APRIL 2022	**£386,207**
RESERVES BALANCE AS AT 31ST MARCH 2022	£551,644
SURPLUS / (SHORFALL) IN REQUIRED RESERVES	**£164,437**

Risk Management: As part of the extra governance meetings held, the Trustees have continued to identify the major risks to which the charity is exposed and constantly review the systems which are in place to mitigate those risks. The over-riding risk management policy document and risk register has been updated to include a more comprehensive operational, governance and financial risk policy document, which is regularly reviewed.

Public Benefit: The current activities of the charity are detailed in the Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the company's aims and objectives and in planning future activities.

Trustees' Financial Responsibilities

The Trustees (who are also Directors of Worthing Women's aid for the purpose of company law) are responsible for preparing the Directors' and Trustees report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (generally accepted accounting practice).

Company law requires the Trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK Accounting Standards have been followed, subject to any
- state whether UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

Approval

The report of the Directors and Trustees has been prepared taking advantage of the small company exemption in Section 415A of the Companies Act 2006

The report was approved by the Trustees on 7/9/22 and signed on their behalf by

Leslie Groves-Williams (Chair of Trustees)

Karen Brown (Treasurer)

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Independent examiner's report
For the year ended 31 March 2022

Independent examiner's report to the Trustees of Worthing Women's Aid Trading as Safe In Sussex ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company 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 the company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts 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 accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: Kreston Reeves LLP Dated: 12 October 2022

Lucy Hammond FCA

Kreston Reeves LLP

Chartered Accountants

Chichester

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	3	**191,329**	**301,594**	**492,923**	665,696
Charitable activities	4	**381,272**	**-**	**381,272**	291,238
Other trading activities	6	**61,563**	**-**	**61,563**	37,273
Investments	7	**2,102**	**-**	**2,102**	2,414
Total income		**636,266**	**301,594**	**937,860**	996,621
Expenditure on:					
Raising funds		**78,292**	**2,498**	**80,790**	28,286
Charitable activities	8	**375,440**	**384,219**	**759,659**	821,469
Total expenditure		**453,732**	**386,717**	**840,449**	849,755
Net movement in funds		**182,534**	**(85,123)**	**97,411**	146,866
Reconciliation of funds:					
Total funds brought forward		**970,471**	**240,668**	**1,211,139**	1,064,273
Net movement in funds		**182,534**	**(85,123)**	**97,411**	146,866
Total funds carried forward		**1,153,005**	**155,545**	**1,308,550**	1,211,139

Included within unrestricted funds are £200,000 of designated funds, please see note 17 for more detail.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 32 to 52 form part of these financial statements.

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)
Registered number: 04691516

Balance sheet
As at 31 March 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	13		**706,839**		717,710
			706,839		717,710
Current assets					
Debtors	14	**41,446**		30,693	
Cash at bank and in hand		**719,748**		682,077	
		761,194		712,770	
Creditors: amounts falling due within one year	15	**(54,005)**		(104,381)	
Net current assets			**707,189**		608,389
Total assets less current liabilities			**1,414,028**		1,326,099
Creditors: amounts falling due after more than one year	16		**(105,478)**		(114,960)
Total net assets			**1,308,550**		1,211,139
Charity funds					
Restricted funds	17		**155,545**		240,668
Unrestricted funds	17		**1,153,005**		970,471
Total funds			**1,308,550**		1,211,139

Balance sheet (continued)
As at 31 March 2022

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Karen Brown
Treasurer
Date: 7 September 2022

.....
Leslie Groves-Williams
Chair

The notes on pages 32 to 52 form part of these financial statements.

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	19	**46,051**	76,637
Cash flows from investing activities			
Interest received		**2,102**	2,414
Purchase of tangible fixed assets		**-**	(3,144)
Net cash provided by/(used in) investing activities		**2,102**	**(730)**
Cash flows from financing activities			
Repayments of borrowing		**(10,482)**	(10,222)
Net cash used in financing activities		**(10,482)**	**(10,222)**
Change in cash and cash equivalents in the year		**37,671**	**65,685**
Cash and cash equivalents at the beginning of the year		**682,077**	616,392
Cash and cash equivalents at the end of the year	20	**719,748**	682,077

The notes on pages 32 to 52 form part of these financial statements

Notes to the financial statements
For the year ended 31 March 2022

1. General information

The charity is a private company, limited by guarantee, incorporated in England and Wales within the United Kingdom. The Trustees of the company are the members of the company named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is Rear of 1-7 Elm Park, Ferring, Worthing, West Sussex, BN12 5RN.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worthing Women's Aid trading as Safe In Sussex meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held for 12 months from authorising these financial statements

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Office equipment	- 25% straight line
Property improvements	- 20% straight line

Freehold land is carried at cost and is not depreciated.

2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements
For the year ended 31 March 2022

3. Income from donations and legacies

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Donations	42,456	480	**42,936**
Grants	148,873	301,114	**449,987**
	191,329	301,594	**492,923**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations	73,350	632	73,982
Grants	65,818	525,896	591,714
	139,168	526,528	665,696

4. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £
Refuge and Intervention project	381,272	**381,272**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Refuge and Intervention project	288,203	3,035	291,238

Notes to the financial statements
For the year ended 31 March 2022

5. Analysis of income from charitable activities by type of income

	Unrestricted funds 2022 £	Total funds 2022 £
Refuge - Housing Benefit	265,432	**265,432**
Service charge	11,874	**11,874**
West Sussex County Council Contract	103,966	**103,966**
	381,272	**381,272**

	Unrestricted funds 2021 £	Total funds 2021 £
Refuge - Housing Benefit	198,123	198,123
Service charge	8,528	8,528
West Sussex County Council Contract	84,587	84,587
	291,238	291,238

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2022 £	Total funds 2022 £
Fundraising income	23,700	**23,700**
Charity shop income	37,863	**37,863**
	61,563	**61,563**

	Unrestricted funds 2021 £	Total funds 2021 £
Fundraising income	33,110	33,110
Charity shop income	4,163	4,163
	37,273	37,273

Notes to the financial statements
For the year ended 31 March 2022

7. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Interest receivable	2,102	**2,102**

	Unrestricted funds 2021 £	Total funds 2021 £
Interest receivable	2,414	2,414

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Refuge and Intervention project	375,440	352,358	**727,798**
Children support services	-	31,861	**31,861**
	375,440	384,219	**759,659**

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Refuge and Intervention project	340,412	451,066	791,478
Children support services	-	29,991	29,991
	340,412	481,057	821,469

Notes to the financial statements
For the year ended 31 March 2022

9. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Refuge and Intervention project	340,206	387,592	**727,798**
Children support services	1,744	30,117	**31,861**
	341,950	417,709	**759,659**

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Refuge and Intervention project	392,638	398,840	791,478
Children support services	225	29,766	29,991
	392,863	428,606	821,469

Analysis of direct costs

	Refuge and Intervention 2022 £	Children support services 2022 £	Total funds 2022 £
Staff costs	323,270	-	**323,270**
Office expenses	1,509	-	**1,509**
Travel	3,291	-	**3,291**
Training	10,201	-	**10,201**
Outings/Activities	-	1,294	**1,294**
Supervision	1,935	450	**2,385**
	340,206	1,744	**341,950**

9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Refuge and Intervention 2021 £	Children support services 2021 £	Total funds 2021 £
Staff costs	379,453	-	379,453
Office expenses	8,436	-	8,436
Travel	539	-	539
Training	3,040	-	3,040
Supervision	1,170	225	1,395
	392,638	225	392,863

Analysis of support costs

	Refuge and Intervention 2022 £	**Children support services 2022 £**	**Total funds 2022 £**
Staff costs	168,485	29,757	**198,242**
Depreciation	10,871	-	**10,871**
Telephone	12,868	190	**13,058**
Legal fees	6,747	-	**6,747**
Establishment costs	61,921	-	**61,921**
Light and heat	18,264	-	**18,264**
Insurance	6,182	-	**6,182**
Repairs and maintenance	42,206	-	**42,206**
Cleaning	1,687	-	**1,687**
Computer costs	16,517	-	**16,517**
Printing, postage and stationery	3,317	-	**3,317**
Equipment	13,065	-	**13,065**
Office expenses	15,741	-	**15,741**
Travel	2,235	-	**2,235**
Training	-	170	**170**
Loan interest	2,724	-	**2,724**
Governance costs	4,762	-	**4,762**
	387,592	30,117	**417,709**

During the year, of total costs £386,717 were restricted (2021: £481,013).

Notes to the financial statements
For the year ended 31 March 2022

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Refuge and Intervention 2021 £	Children support services 2021 £	Total funds 2021 £
Staff costs	130,188	28,995	159,183
Depreciation	11,736	-	11,736
Telephone	9,969	-	9,969
Legal fees	8,402	-	8,402
Establishment costs	64,804	426	65,230
Light and heat	13,883	-	13,883
Insurance	5,071	-	5,071
Repairs and maintenance	36,154	-	36,154
Cleaning	1,329	-	1,329
Computer costs	22,453	256	22,709
Printing, postage and stationery	2,311	-	2,311
Equipment	53,027	-	53,027
Office expenses	29,220	-	29,220
Travel	1,142	44	1,186
Training	-	45	45
Loan interest	2,946	-	2,946
Governance costs	6,205	-	6,205
	398,840	29,766	428,606

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,850 (2021 - £1,700).

Notes to the financial statements
For the year ended 31 March 2022

11. Staff costs

	2022 £	2021 £
Wages and salaries	**536,778**	511,517
Social security costs	**30,734**	29,779
Contribution to defined contribution pension schemes	**14,353**	13,442
	581,865	554,738

The average number of persons employed by the company during the year was as follows:

	2022 No.	2021 No.
Total	**35**	39

No employee received remuneration amounting to more than £60,000 in either year.

Included within staff costs were redundancy costs totalling £4,863 (2021 - £nil).

The total remuneration of key management personnel was £39,860 (2021 - £39,243).

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

Notes to the financial statements
For the year ended 31 March 2022

13. Tangible fixed assets

	Freehold property £	Office equipment £	Property Improvements £	Total £
Cost or valuation				
At 1 April 2021	**749,276**	**16,946**	**41,658**	**807,880**
At 31 March 2022	**749,276**	**16,946**	**41,658**	**807,880**
Depreciation				
At 1 April 2021	**41,674**	**15,175**	**33,321**	**90,170**
Charge for the year	**6,294**	**1,462**	**3,115**	**10,871**
At 31 March 2022	**47,968**	**16,637**	**36,436**	**101,041**
Net book value				
At 31 March 2022	**701,308**	**309**	**5,222**	**706,839**
At 31 March 2021	707,602	1,771	8,337	717,710

14. Debtors

	2022 £	2021 £
Due within one year		
Other debtors	**34,400**	26,097
Prepayments and accrued income	**7,046**	4,596
	41,446	30,693

Notes to the financial statements
For the year ended 31 March 2022

15. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Bank loans	**10,000**	11,000
Other taxation and social security	**8,703**	6,969
Other creditors	**21,903**	44,911
Accruals and deferred income	**13,399**	4,038
Grant income deferred	**-**	37,463
	54,005	104,381

In the prior year grant income deferred related to the Roddick Foundation grant which was released in April 2021 and the second part of the grant received from the Police and Crime Commissioner which was delayed for the employment of an engagement worker and released during the year.

Notes to the financial statements
For the year ended 31 March 2022

16. Creditors: Amounts falling due after more than one year

	2022 £	2021 £
Bank loan	**105,478**	114,960

Included within the above are amounts falling due as follows:

	2022 £	2021 £
Between one and two years		
Bank loan	**10,000**	11,000
Between two and five years		
Bank loan	**41,500**	35,000
Over five years		
Bank loan	**53,978**	68,960

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2022 £	2021 £
Payable or repayable by instalments	**53,978**	68,960
	53,978	68,960

A bank loan of £200,000 was taken out in December 2011 with Lloyds TSB to purchase freehold property. It is repayable in monthly instalments and is currently on the bank's standard variable rate. The loan is due to be repaid by December 2031.

Notes to the financial statements
For the year ended 31 March 2022

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
Unrestricted funds					
Designated funds					
Designated Funds	**75,629**	**9,380**	**-**	**(85,009)**	**-**
Capital Purchase Fund	**-**	**-**	**-**	**200,000**	**200,000**
	75,629	**9,380**	**-**	**114,991**	**200,000**
General funds					
General Funds	**894,842**	**626,886**	**(453,732)**	**(114,991)**	**953,005**
Total Unrestricted funds	**970,471**	**636,266**	**(453,732)**	**-**	**1,153,005**
Restricted funds					
Children's Support Service	**10,430**	**23,049**	**(31,861)**	**-**	**1,618**
Ministry of Housing, Communities & Local Government Grant (MHCLG)	**119,687**	**-**	**(78,237)**	**-**	**41,450**
Children in Need Covid Response	**-**	**40,503**	**(17,006)**	**-**	**23,497**
Lloyds Bank Foundation	**20,509**	**26,782**	**(30,394)**	**-**	**16,897**
Lloyds Bank Foundation Covid Response	**11,595**	**-**	**(11,595)**	**-**	**-**
Police and Crime Commissioner - Safe Space Funding	**8,447**	**8,600**	**(10,795)**	**-**	**6,252**
Police and Crime Commissioner - Engagement Worker	**16,394**	**17,463**	**(33,857)**	**-**	**-**
Sussex Community Foundation (1)	**7,918**	**-**	**(7,918)**	**-**	**-**
Society of the Holy Child Jesus CIO	**-**	**24,970**	**(9,695)**	**-**	**15,275**
The Big Lottery Fund Grant	**36,125**	**58,591**	**(94,716)**	**-**	**-**
Ernest Kleinwort	**-**	**5,545**	**(3,286)**	**-**	**2,259**
Awards for All	**6,063**	**-**	**(6,063)**	**-**	**-**
PCC (3)	**-**	**19,460**	**(14,759)**	**-**	**4,701**
The Roddick Foundation	**-**	**20,000**	**(20,000)**	**-**	**-**

Notes to the financial statements
For the year ended 31 March 2022

17. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2022 £
RSA Community Grants	**3,500**	**-**	**(743)**	**-**	**2,757**
PCC IDVA Provision	**-**	**56,631**	**(15,792)**	**-**	**40,839**
	240,668	**301,594**	**(386,717)**	**-**	**155,545**
Total of funds	**1,211,139**	**937,860**	**(840,449)**	**-**	**1,308,550**

Notes to the financial statements
For the year ended 31 March 2022

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
Designated funds				
Designated Funds	63,313	12,316	-	75,629
General funds				
General Funds	808,798	454,742	(368,698)	894,842
Total Unrestricted funds	872,111	467,058	(368,698)	970,471
Restricted funds				
Children's Support Service	5,175	35,898	(30,643)	10,430
Ministry of Housing, Communities & Local Government Grant (MHCLG)	45,495	133,701	(59,509)	119,687
Children in Need Covid Response	-	14,775	(14,775)	-
Lloyds Bank Foundation	14,810	28,837	(23,138)	20,509
Lloyds Bank Foundation Covid Response	-	11,595	-	11,595
Police and Crime Commissioner - Safe Space Funding	26,656	6,711	(24,920)	8,447
Police and Crime Commissioner - Engagement Worker	-	17,463	(1,069)	16,394
Sussex Community Foundation (1)	7,918	-	-	7,918
Sussex Community Foundation (2)	2,519	-	(2,519)	-
The Big Lottery Fund Grant	57,706	77,694	(99,275)	36,125
The Bridging Fund	737	-	(737)	-
The Tudor Trust	20,307	940	(21,247)	-
Awards for All	-	10,000	(3,937)	6,063
Tesco Bags of Help	-	500	(500)	-
West Sussex Ending Women's Homelessness	10,839	10,385	(21,224)	-
Grant 1 MHCLG Covid Response	-	51,915	(51,915)	-
Grant 2 MHCLG Chichester Covid Response	-	41,966	(41,966)	-
Ministry of Justice Covid Response	-	81,683	(81,683)	-
RSA Community Grants	-	3,500	-	3,500
John Lewis Fund with Waitrose	-	2,000	(2,000)	-

Notes to the financial statements
For the year ended 31 March 2022

17. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
	192,162	529,563	(481,057)	240,668
Total of funds	1,064,273	996,621	(849,755)	1,211,139

Notes to the financial statements
For the year ended 31 March 2022

17. Statement of funds (continued)

Designated Fund

The designated fund represents £200,000 provided to run campaign for capital funding for property purchase. The trustees agreed to repurpose the previous designated funds which were provided to set up a service in Crawley into the Capital Purchase Fund.

Restricted Funds

Children's Support Service
BBC Children in Need - We were delighted to have a further 3 year grant awarded to fund this service which will take us up to 31 January 25. The service is aimed at supporting the children at the refuges, and the grant covers in the main the salaries and other staffing costs for two child support workers as well as a contribution towards some of the outings and activities the staff carry out with the children.
This fund also represents other donations etc given towards the running of the children's service, but in particular to fund larger activities and toys and equipment for the playroom.
Children in Need Covid Response
This is a fund of money given to support children in the community who are effected by domestic abuse and a result of the pandemic. The funding period has been extended and will now end on 30 September 2022.
Awards for All
This grant was to provide computer equipment and office furniture for a new office space. This grant is now finished.
Ministry of Housing, Communities and Local Government (MHCLG) Grant
This grant funded our helpline service up until its closure in December 2021. It is now being used to fund our Womens Groups delivered in the community. The grant will complete in September 2022.
Lloyds Bank Foundation
This grant enables us to continue employing a Refuges manager, and provides a significant contribution towards her salary costs. We hope to secure a further years continuation funding.
Lloyds Bank Foundation Covid Response
This grant was completed in 31 May 2021.
Police and Crime Commissioner - Safe Space Funding
The activity that this grant funded came to a conclusion prematurely in September. The funder has allowed us to transfer this to extend the funding that they provided in June 2021 for one year for a Women's specialist worker on domestic abuse to support homeless women.
Police and Crime Commissioner - Engagement Worker
This funding is to provide a male domestic abuse engagement worker for a period of a year. The funding ended in March 2022, but the work continues but under the umbrella of the Police and Crime Commissioner - IDVA provision.
Police and Crime Commissioner - IDVA provision
We were pleased to hear in June 2021 that we had been awarded funding until March 2023, for 2 specialist IDVA positions.
Police and Crime Commissioner - Women's Specialist Worker
We were pleased to hear in June 2021 that we had been awarded funding until June 2022, for a Women's specialist worker on domestic abuse to support homeless women.
RSA Community Grants
This grant will be used to assist women and children coming into or moving on from our refugees.
Sussex Community Foundation (1)
The grant is now finished.
The Big Lottery Fund - Early Intervention domestic abuse awareness, education and support project
This funding enabled us to provide group work in the community for women suffering from domestic abuse and also to work with children and young people in a targeted way around safe relationships and domestic abuse. The funding ended in December 2021, but we have been able to continue with the group work through MHCLG funding.
Society of the Holy Child Jesus CIO
The society has very kindly supported us with a grant for one year for a refuge support worker. The grant will fiinsh in September 2022.

17. Statement of funds (continued)

Ernest Kleinwort Charitable Trust Funding
This funding has enables some addtional hours to be specifically dedicated to trust and grant funding applications. The grant will finish in June 2022.
The Roddick Foundation
We were delighted to receive funding for one year at the start of April 2021 that enabled us to continue to fund an Up2U worker. The Up2U project ended in March 2022.

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	706,839	-	**706,839**
Current assets	605,649	155,545	**761,194**
Creditors due within one year	(54,005)	-	**(54,005)**
Creditors due in more than one year	(105,478)	-	**(105,478)**
Total	1,153,005	155,545	**1,308,550**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	717,710	-	717,710
Current assets	472,102	240,668	712,770
Creditors due within one year	(104,381)	-	(104,381)
Creditors due in more than one year	(114,960)	-	(114,960)
Total	970,471	240,668	1,211,139

Notes to the financial statements
For the year ended 31 March 2022

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	**97,411**	146,866
Adjustments for:		
Depreciation charges	**10,871**	11,736
Interest received	**(2,102)**	(2,414)
Increase in debtors	**(10,753)**	(13,738)
(Decrease)/Increase in creditors	**(49,376)**	(65,813)
Net cash provided by operating activities	**46,051**	76,637

20. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	**719,748**	682,077
Total cash and cash equivalents	**719,748**	682,077

21. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	Other non-cash changes £	At 31 March 2022 £
Cash at bank and in hand	**682,077**	**37,671**	**-**	**719,748**
Debt due within 1 year	**(11,000)**	**10,482**	**(9,482)**	**(10,000)**
Debt due after 1 year	**(114,960)**	**-**	**9,482**	**(105,478)**
	556,117	**48,153**	**-**	**604,270**

22. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £14,353 (2021 - £13,442). Contributions totalling £nil (2021 - £nil) were payable to the fund at the balance sheet date and are included in creditors.

Notes to the financial statements
For the year ended 31 March 2022

23. Operating lease commitments

At 31 March 2022 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Not later than 1 year	**73,273**	59,065
Later than 1 year and not later than 5 years	**159,053**	194,498
Later than 5 years	**18,933**	37,866
	251,259	291,429

24. Related party transactions

There were no related party transactions in the year that require disclosure under SORP 2019 (FRS 102).

WORTHING WOMEN'S AID

England & Wales - Charity number 1098726

Accounts

Registered number: 04691516
Charity number: 1098726

Worthing Women's Aid Trading as Safe In Sussex

(A company limited by guarantee)

Unaudited

Trustees' report and financial statements

For the year ended 31 March 2021

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

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SAFE IN SUSSEX
refuge. education. freedom.

Worthing Women's Aid (trading as Safe in Sussex)
(A Company Limited by Guarantee)

Directors' and Trustees Report
For the Year Ended 31 March 2021

The Trustees of Safe in Sussex are pleased to present their annual report together with the financial statements for the year ended 31 March 2021. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP2015) Accounting and Reporting by Charities FRS102, the Charities Act 2011 and the Companies Act 2006.

Reference and Administration details of the Charity

Charity number:	1098726
Registered Number:	04691516
Principal Office	A2 Yeoman Gate Yeoman Way Worthing West Sussex BN13 3QZ

Directors/Trustees

The Directors of the company are its Trustees for the purpose of Charity Law.

The Trustees who served during the year and since the year end were as follows:

Tracie Church (Chair up to end of March 2021)
Jean M Valentine (Treasurer)
Jennifer King (Company Secretary and Co-Chair from April 2021)
Leslie Groves-Williams (Deputy Chair up to end of March 2021, Co-Chair from April 2021)
Suzanne Kropf
Sam E Walker
Jill Long (resigned 21.09.2020)
Lorna Jane Moffatt (resigned 10.08.2020)
Jan Homewood (resigned 18.01.2021)
Rea Painter (resigned 01.02.2021)
Katie Byrnes (appointed 06.04.2020)
Germaine Faulkner (appointed 18.01.2021)
Alex Woodward (appointed 18.01.2021)
Jo Doswell (appointed 01.03.2021)

Structure, governance and management

The charity is constituted as a company limited by guarantee. It has no share capital and is therefore governed by a memorandum and articles of association which is dated 10th March 2003 and has recently undergone a full review and has been submitted to the Charities Commission for updating. The liability of each member in the event of the winding up is limited to £1.

The Charity is administered by the Trustee Board, which allows for up to 12 elected Trustees (Directors) who currently meet every six weeks. Others attend the meeting on invitation of the Trustees and are non-voting observers. The Trustees are elected by the members and hold office for three years and are eligible for re-election. The Trustees have the power to co-opt further members to serve on the Trustee Board up to a maximum of three.

The Trustees consider that a minimum requirement of 5 Trustees is required for effective governance, with 10-12 Trustees at any one time considered to be the optimum number of Board members.

Induction for new Trustees is subject to a formal procedure, targeted at the specific needs of the organisation, using REACH volunteering and local volunteer sites to attract the right candidates with the right skills and backgrounds.

The Trustee Board has had the optimum number of Trustees for this financial year, with three new trustees joining the Board this year with excellent relevant skills and experience. This has ensured the Board has a very good spread of skills set. Some of the Trustees have now been on the Board for several years, so there has been a lot of work undertaken this year on succession planning for the future for all the officer roles, and the Board is confident that the right people are now in place to take the management of the organisation into the next chapter.

The Trustees continue to work hard and make very good progress regarding the review of their governance effectiveness against principles as set out in the Charity Governance Code. Funding was obtained to allow for the use of an experienced external consultant and facilitator to help with this review which has resulted in several meaningful changes to current practice, ensuring good governance is in place across all areas of the organisation. The charity has formally signed up to the code and will continue with an annual self-assessment. An overarching Risk Register has now been developed for all areas of the organisation, with a thorough review having taken place. A section is planned to be reviewed at each Board meeting, meaning all sections will be reviewed on an annual basis.

No conflicts of interest have arisen during this financial year.

Safe in Sussex has 38 members of staff (6 full time) and 25 volunteers.

Objectives and activities

Established in 1977, Worthing Women's Aid, now trading as Safe in Sussex, has the following objectives:

1. **Increase community knowledge** of domestic abuse and healthy relationships (service providers, businesses, schools, general public); and **increase community ability and capacity to take action to prevent and respond to domestic abuse** (including schools, frontline public service professionals)
2. **Increase awareness of our services** to ensure that those who need to access our services are able to.
3. **Deliver holistic, services with a whole family approach. This encompasses prevention** (schools, outreach), **crisis response** (helpline, refuge), **support, including peer support,** (refuge, community groups) **and recovery** (groups)
4. **Improve inclusivity** of Safe in Sussex services (through reducing barriers for male and female victims/survivors, including minority ethnic communities, LGBTQ+ communities, and those with complex needs as well as through engaging service users systematically in quality assurance, and, for example, in translation of core literature).

Covid-19:

The Covid-19 pandemic has had a tremendous impact upon the organisation. We have had to adapt our service provision, with all community groups transferring to online, schools' programmes stopping and the outreach service transitioning to telephone and online support. There have been many challenges for those experiencing domestic abuse during lockdown, not least the intensified danger and stress of being locked-down with their perpetrator with limited availability to reach out for support. At the beginning of the first lockdown many women in our refuges decided to leave and stay with family in safe areas and in the first instance referrals to refuge were static due to government restrictions of movement. Our refuge provision has seen women staying for longer periods of time and when a vacancy has become available referrals have far outnumbered availability.

Staff have adapted and worked in a flexible manner, working remotely from home where possible, taking on new responsibilities with the continued line management and clinical supervision.

Refuge provision has continued throughout the pandemic, ensuring that women who need to leave an abusive relationship are still able to and the organisation is actively seeking further safe accommodation in preparation for the increase in need for refuge provision as the lockdown measures continue to be eased. We have secured government funding during this financial year to open an additional 6 bed spaces to try to cope with the demand.

To facilitate these objectives, Safe in Sussex delivers a range of projects and services across West Sussex which aim to support and empower clients to live their lives free from abuse. During this financial year total of 2,749 adults accessed our services.

Refuge Provison

Confidential Refuge Provision: During the Covid pandemic our refuge provision continued to provide a place of safety for women and children, many of whom stayed with us for longer than usually expected due to the government restrictions. Refuge workers continued to deliver dedicated practical and emotional support to each woman. The help each woman receives is client led and needs based and may include parenting skills, practical help with future plans including housing options and referral to specialist agencies to enhance recovery. Refuge staff actively engage with relevant partner agencies to ensure the best possible outcomes for the families. Occupancy across the 2 refuges was 24 women and the average length of stay was 9 months.

Amber House Project: This early intervention refuge is in addition to the confidential refuge provision. It opened in October 2017 with the aim of stopping domestic abuse from escalating, working with the whole family to end domestic abuse. The refuge is known in the community and accommodates 5 women. It provides respite and time out of a relationship for women to consider their options and explore life without abuse. Occupancy at Amber House was 20 with the average length of stay at 12 weeks.

The Amber House Project also facilitates a behavioural change programme called "Up2U Creating Healthy Relationships". This enables support to be given to partners who want to address their unhealthy behaviours. This work was paused due to Covid-19 which restricted the ability to deliver the programme face to face as this programme was not suited to online delivery. The creator of the programme has now developed an online version and staff are being trained to deliver this.

Refuge based children's service: With funding from Children in Need we are able to provide a comprehensive service for children within our refuge provision. The child support workers are trained and dedicated staff who focus solely on the well-being of the children. They provide key emotional support through play-led sessions and help women with practical issues such as accessing education for their child, health care and parenting skills. They also organise group activities which help re-build the bond between mother and child, as well as building confidence and self-esteem.

During this financial year 36 children have benefited from one to one support. This number was lower than previous years (54 in the previous financial year) due to the Covid pandemic which restricted families moving on from and into refuge.

Community Projects

Outreach Service: During this reporting year we transitioned the Outreach Service to a Helpline and Online support service in order to provide assistance, advocacy and help throughout the Covid pandemic. Our staff have supported 2,071 calls to the helpline.

One client said *"I spoke to the most amazing lady who listened to me and who has given me enough confidence that I now feel that reporting the person who abused me is something I now have the confidence to do thank you so much."*

Community Groups: We facilitate a range of groups across West Sussex and received 909 referrals to our community groups this year which evidences need. However, with the Covid restrictions, needing to ensure the safety of each participant and having to limit the number of people accessing online groups we were unable to accommodate every referral. The breakdown of the number of individuals who were able to complete our programmes are listed below.

- **The Freedom Programme:** Safe in Sussex has been delivering the Freedom Programme successfully since 2008, it is well known in the community and women are made aware of the programme via professionals, word of mouth via advertising and Safe in Sussex social media. The programme provides peer support and education to women on the different types of domestic abuse and the abusive tactics perpetrators use. The 11 week programme is open for any woman to attend and no formal referral is required. Women who attend this programme often report 'light bulb moments' and express how attending the course has saved their lives and enabled them to leave an unhealthy relationship. During this financial year we have transitioned the Freedom Programme to an online course as we were unable to provide face to face support due to the pandemic. This has restricted the number of women who can attend the programme and meant that we have had to operate a referral assessment procedure which includes robust risk assessments to ensure women joining via Zoom are safe to do so. Whilst we have not been able to accommodate all women wishing to attend there have been some positive outcome such as offering evening programmes and becoming more inclusive to those with disabilities who were unable to access venues. The total number of women who completed the Freedom Programme is 189.

  "I was completely unaware how bad things were. It's really helped me to understand that 'everything isn't my fault' and his behaviour is unacceptable. Thus giving me greater confidence and self respect."

  "It's been life-changing to connect with other women and feel heard, understood, that I'm not alone. I look forward to each week as I'm learning so much and it's helping me heal and to know how best to support my children through all this."

- **The Domestic Abuse Recovery Toolkit:** This is a follow on programme after Freedom Programme completion for women who are no longer in an abusive relationship but need assistance to overcome the psychological trauma of domestic abuse and move forward with their lives. This programme is also being delivered online with 54 women completing the course.

  "Id like Say thank you to you and Debbie (facilitators). For both the courses freedom and recovery tool kit I feel like totally different person from near start the year when contacted you feeling lost confused thinking its all my fault I been through it all again.

But after you 2 taking me through both courses I've grown to learn so much and grown in myself in every way and got more positive outlook on life. Thank you so much."

- On completion of the Recovery Toolkit women have the opportunity to attend a Recovery Peer Support Group which meets on a monthly basis. This group stopped for several months as a result of COVID and commenced again in last quarter of this financial year with a total of 19 women attending. The women decide on activities they wish to partake in and have also been involved in consultation and the development of the Pan-Sussex Domestic Abuse and Sexual Violence Strategy.
"Thank you for being able to do these zoom meetings as they are a great help, support and font of knowledge and tips"

- **The Adverse Childhood Experiences Recovery Toolkit:** This programme is delivered to and designed for adults (aged 18 years and upwards) who have experienced Adverse Childhood Experiences (ACEs); these are stressful or traumatic experiences in childhood, including abuse, neglect, witnessing domestic abuse, growing up with substance misuse, parental absence, mental illness or crime within the home.

  Living with ACEs can result in individuals developing coping and lifestyle strategies based on poor attachments and the effects of trauma. This often results in difficult relationships and difficulties within the family, as well as physical and mental health issues.

  The aim of these groups is to support people in recognising these patterns of behaviour and the possible source, as well as looking at building personal resilience and alternative coping strategies. It is an educational programme and not therapy, therefore participants are not asked to share their personal experiences within the group. 42 adults have attended the programme.

  "What I liked best were the practical nature of how the tools were demonstrated. X's [name refused for confidentiality purposes] refusal to allow adverse experiences to be an obstacle or to allow our experiences to define us as 'victims'- extremely potent approach. Thank you."

- **Children and Young Peoples' Healthy Relationships Educational Programmes:**

Due to schools being closed we were unable to deliver our comprehensive healthy relationships educational programmes. Once the schools opened in September, they were reluctant to have outside agencies due to the risk of spreading the coronavirus. Therefore, the facilitators filmed the lessons for the schools to utilise and to date 14 schools have shown the lessons. Year 7 Pupils from Worthing High School who were shown 2 lessons;
102 pupils reported the following for the Self Esteem lesson:
"I enjoyed learning about this topic because I've never learnt much about it before"
"It was helpful for the entire class and opened up conversations"
"It taught me where I can go when my self-esteem is low and might need help with it"

"the session helped differentiate self-esteem and self-confidence and how to support either"

168 pupils reported the following for the Bullying lesson 1
"It was very interactive and interesting"
"I thought the lesson was taught respectfully as people do get bullied and everyone needs to realise how bad bullying is and what help you can get"
"I felt like it benefitted everyone and will help cut down on bullying"

The Children and Young Peoples facilitators have undergone further training and will now be providing bespoke one to one and small groups support to cohorts of children and young people who have been affected by domestic abuse in schools from April 2021.

Ending Women's Homelessness Project
Safe in Sussex has been working in partnership with Turning Tides- a local homelessness charitable organisation- and Brighton Women's Centre to provide support to women experiencing or at risk of homelessness, utilising our trauma and gender informed practice. 13 women have received in-depth support from our women's worker.

Men's service: During this financial year in response to identifying a gap in service provision in West Sussex, we secured funding to employ a male domestic abuse worker with the aim of developing a men's community service. Statistics show that 1 in 6 men will experience domestic abuse in their lifetime. This new service aligns with our strategic plan to contribute to ensuring that all residents of West Sussex are able to engage in healthy relationships and live, safe fulfilled lives free from domestic abuse. The post commenced in early March 2021 and includes an important element of researching and surveying men to establish a service which reflects their needs.

To ensure quality and monitoring of our service provision, all beneficiaries are given the opportunity to complete an anonymous evaluation and provide feedback. This ensures our services are developed in response to need and keep beneficiaries at the heart of our organisation.

Theory of Change and Strategy: throughout this year we have been developing our theory of change and strategic plan for the next 5 years. We have been consulting staff, service users and professional stakeholders in the development of our plans. We continue to have ambitious plans to further develop services which reflect the needs of our community, and these need to have embedded flexibility to allow for the need to evolve, especially in light of the current challenging landscape.

Our priorities for 2021-22 are as follows:

- Funding: secure continuation funding for all community groups work (currently Lottery); children's workers in refuge (currently Children in Need), Amber House Refuge Manager (currently Lloyds Bank Foundation) and Outreach/Helpline.

- Review transferring Helpline back to Outreach with a telephone triage service - Referrals will come from the community groups or through the development of a drop-in service. Critical to secure longer term funding for Outreach.

- Expansion of Community Groups to offer a mix of face to face and virtual group sessions. These groups offer a range of support from early intervention to recovery.

- Undertake staff training needs analysis and evaluate next steps.

- Securing the evidence base: analysis of organisational and needs related data.

- Set up service user forums.

- Establish Senior Management Team.

- Pursue Women's Aid accreditation mark.

- Review Terms of Reference of all Board positions and establish induction programme for new Trustees, review staff induction process, and refresher training for existing Trustees and staff.

- Board review of strategy and Board performance.

- Develop and use a monitoring and evaluation framework, proportionate to organisation size.

Financial Situation:

We are extremely pleased to report that we have ended the year with another positive result, having budgeted once again for a deficit. This has been achieved through the amazing generosity of individuals and local organisations, both community based and corporate, to boost our donation and fundraising income beyond what we could ever have hoped for. This is of course in response to the Covid-19 pandemic that has made the general public much more aware of Domestic abuse. This will enable us to make sure that our reserves are in a healthy state and to help us to develop the service for the benefit of those we serve.

It is still our intention to pursue the development of providing dispersed refuge facilities in Crawley. The conversations around this were put on hold last year but we are now excited to explore opportunities to progress this further.

We continue to be grateful for the support from the Big Lottery grant that has allowed us to continue with the delivery and expansion of our group work. This funding will end in December 2021. The grant has allowed us to continue and expand the work we do within the community, including our work within schools in West Sussex. We will apply again for

continuation funding. Further to the funding received from the Ministry of Housing, Communities and Local Government, we have sought to provide outreach services across West Sussex. Since the start of the financial year the service has to adapt to a more helpline based operation. With the benefit of additional short term based funding released from the Ministry of Justice we have been able to further this work and also provide an online chat service.

This year has seen the release of several very short term funding opportunities in response to the pandemic. We are grateful to the Ministry of Housing, Communities and Local Government for their funding for additional capacity to meet an increase in demand for our services this year. This has also meant that we have been able to seek additional confidential refuge space in West Sussex.

The continuation funding from Children in Need runs from 2018 to 31 December 2021 which provides important support for the children in our refuges. We will apply again for continuation funding.

Our small fundraising team continues to seek funding from many sources. They have been very active, despite the difficult circumstances, to reach out to groups around the county, to promote our work, and have received generous donations as a result.

The Trustee Board are always conscious of the temporary time-limited nature of our funding streams and continue to be aware of the constant need for vigilance and caution in their spending plans. Although our finances are presently relatively secure, another deficit budget has been prepared for 2022, that will absorb some of the surplus achieved this year. The Board are very aware of the continually changing situation.

The Trustees are very grateful to all the organisations, groups and individuals who have raised funds and given donations, including:

News Group Newspapers	£20,000
Wickens Family Donation	£10,000
The Aqueduct Charitable Trust	£10,000
Irwin Mitchell Solicitors	£2,500
Compufile	£2,000

Conclusion: The board of Trustees would like to express their sincere gratitude to all the staff and volunteers who work so hard to ensure the delivery of a safe and high quality professional service. The enthusiasm and commitment of both staff and volunteers is appreciated by the Board of Trustees and reflected in the overwhelmingly positive feedback received from both service users and professionals through our evaluation.

Financial Review

The results of the year are set out in the Statement of Financial Activities on page 13. A surplus of £98,360 (2020: £103,216) was earned in the general fund. A surplus of £48,506 (2020: £55,418) was earned in the restricted funds.

Reserves Policy

The Trustees continue to be satisfied with the policy of holding a minimum of 3 months operating reserves with the aim of 3-6 months operating reserves being optimal.

The unrestricted fund as at the 31st March 2021 totalled £970,471 (2020: £872,111) of which £717,710 was invested in tangible fixed assets. The charity therefore had free reserves of £252,761 (2020: £145,809) of which £75,629 has been designated to future projects. Future loan repayments due after more than one year total £114,960 (2020: £126,481). The charity therefore has operational reserves of £367,721 (2020: £272,290). £292,092, allowing for the designated fund, amounts to 29 ½ weeks operating reserves.

Risk Management: As part of the extra governance meetings held, the Trustees have continued to identify the major risks to which the charity is exposed and constantly review the systems which are in place to mitigate those risks. The over-riding risk management policy document and risk register has been updated to include a more comprehensive operational, governance and financial risk policy document, which is regularly reviewed.

Public Benefit: The current activities of the charity are detailed in the Annual Report. The Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the company's aims and objectives and in planning future activities.

Trustees' Financial Responsibilities

The Trustees (who are also Directors of Worthing Women's aid for the purpose of company law) are responsible for preparing the Directors' and Trustees report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (generally accepted accounting practice).

Company law requires the Trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of the incoming resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

Approval

The report of the Directors and Trustees has been prepared taking advantage of the small company exemption in Section 415A of the Companies Act 2006

The report was approved by the Trustees on 13 September 2021 and signed on their behalf by

Jennifer King (Co-chair of Trustees)

Leslie Groves-Williams (Co-chair of Trustees)

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Independent examiner's report
For the year ended 31 March 2021

Independent examiner's report to the Trustees of Worthing Women's Aid Trading as Safe In Sussex ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2021.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company 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 the company's accounts 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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts 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 accounts to be reached.

This report is made solely to the company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the company and the company's Trustees as a body, for my work or for this report.

Signed: Kreston Reeves LLP Dated: 29 September 2021

Sarah Ediss BSc FCA

Kreston Reeves LLP

Chartered Accountants

Horsham

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the year ended 31 March 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	3	**139,168**	**526,528**	**665,696**	530,503
Charitable activities	4	**288,203**	**3,035**	**291,238**	333,853
Other trading activities	6	**37,273**	**-**	**37,273**	65,600
Investments	7	**2,414**	**-**	**2,414**	4,283
Total income		**467,058**	**529,563**	**996,621**	934,239
Expenditure on:					
Raising funds		**28,286**	**-**	**28,286**	34,251
Charitable activities	8	**340,412**	**481,057**	**821,469**	741,354
Total expenditure		**368,698**	**481,057**	**849,755**	775,605
Net movement in funds		**98,360**	**48,506**	**146,866**	158,634
Reconciliation of funds:					
Total funds brought forward		**872,111**	**192,162**	**1,064,273**	905,639
Net movement in funds		**98,360**	**48,506**	**146,866**	158,634
Total funds carried forward		**970,471**	**240,668**	**1,211,139**	1,064,273

Included within unrestricted funds are £75,629 of designated funds, please see note 17 for more detail.

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 17 to 37 form part of these financial statements.

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)
Registered number: 04691516

Balance sheet
As at 31 March 2021

	Note		2021 £		2020 £
Fixed assets					
Tangible assets	13		**717,710**		726,302
			717,710		726,302
Current assets					
Debtors	14	**30,693**		16,955	
Cash at bank and in hand		**682,077**		616,392	
		712,770		633,347	
Creditors: amounts falling due within one year	15	**(104,381)**		(168,895)	
Net current assets			**608,389**		464,452
Total assets less current liabilities			**1,326,099**		1,190,754
Creditors: amounts falling due after more than one year	16		**(114,960)**		(126,481)
Net assets excluding pension asset			**1,211,139**		1,064,273
Total net assets			**1,211,139**		1,064,273
Charity funds					
Restricted funds	17		**240,668**		192,162
Unrestricted funds	17		**970,471**		872,111
Total funds			**1,211,139**		1,064,273

Balance sheet (continued)
As at 31 March 2021

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....
Jennifer King
Co-Chair
Date: 13 September 2021

.....
Leslie Groves-Williams
Co-Chair

The notes on pages 17 to 37 form part of these financial statements.

Worthing Women's Aid Trading as Safe In Sussex
(A company limited by guarantee)

Statement of cash flows
For the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	**79,051**	40,389
Cash flows from investing activities		
Purchase of tangible fixed assets	**(3,144)**	-
Net cash (used in)/provided by investing activities	**(3,144)**	**-**
Cash flows from financing activities		
Repayments of borrowing	**(10,222)**	(9,632)
Net cash used in financing activities	**(10,222)**	**(9,632)**
Change in cash and cash equivalents in the year	**65,685**	**30,757**
Cash and cash equivalents at the beginning of the year	**616,392**	585,635
Cash and cash equivalents at the end of the year	**682,077**	616,392

The notes on pages 17 to 37 form part of these financial statements

Notes to the financial statements
For the year ended 31 March 2021

1. General information

The charity is a private company, limited by guarantee, incorporated in England and Wales within the United Kingdom. The Trustees of the company are the members of the company named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is A2 Yeoman Gate, Yeoman Way, Worthing, West Sussex, BN13 3QZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Worthing Women's Aid Trading as Safe In Sussex meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held for 12 months from authorising these financial statements

2.3 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the charity is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, .

Depreciation is provided on the following bases:

Freehold property	- 2% straight line
Office equipment	- 25% straight line
Property improvements	- 20% straight line

Freehold land is carried at cost and is not depreciated.

2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Debtors

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

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

2. Accounting policies (continued)

2.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements
For the year ended 31 March 2021

3. Income from donations and legacies

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations	73,350	632	**73,982**
Grants	65,818	525,896	**591,714**
	139,168	526,528	**665,696**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Donations	21,212	2,465	23,677
Grants	-	506,826	506,826
	21,212	509,291	530,503

4. Income from charitable activities

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Refuge and Intervention project	288,203	3,035	**291,238**

	Unrestricted funds 2020 £	Total funds 2020 £
Refuge and Intervention project	333,853	333,853

Notes to the financial statements
For the year ended 31 March 2021

5. Analysis of income from charitable activities by type of income

	Unrestricted funds 2021 £	Total funds 2021 £
Refuge - Housing Benefit	198,123	**198,123**
Service charge	8,528	**8,528**
West Sussex County Council Contract	84,587	**84,587**
	291,238	**291,238**

	Unrestricted funds 2020 £	Total funds 2020 £
Refuge - Housing Benefit	231,579	231,579
Service charge	10,223	10,223
West Sussex County Council Contract	92,051	92,051
	333,853	333,853

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2021 £	Total funds 2021 £
Fundraising income	33,110	**33,110**
Charity shop income	4,163	**4,163**
	37,273	**37,273**

6. Income from other trading activities (continued)

Income from fundraising events (continued)

	Unrestricted funds 2020 £	Total funds 2020 £
Fundraising income	11,343	11,343
Charity shop income	40,326	40,326
	51,669	51,669

Income from non charitable trading activities

	Total funds 2021 £
Net income - all trading activities	-

	Unrestricted funds 2020 £	Total funds 2020 £
Net income - all trading activities	13,931	13,931

7. Investment income

	Unrestricted funds 2021 £	**Total funds 2021 £**
Interest receivable	2,414	**2,414**

7. Investment income (continued)

	Unrestricted funds 2020 £	Total funds 2020 £
Interest receivable	4,283	4,283

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	**Restricted funds 2021 £**	**Total funds 2021 £**
Refuge and Intervention project	340,412	451,066	**791,478**
Children support services	-	29,991	**29,991**
	340,412	481,057	**821,469**

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Refuge and Intervention project	287,481	420,451	707,932
Children support services	-	33,422	33,422
	287,481	453,873	741,354

Notes to the financial statements
For the year ended 31 March 2021

9. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Refuge and Intervention project	392,638	398,840	**791,478**
Children support services	225	29,766	**29,991**
	392,863	428,606	**821,469**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Refuge and Intervention project	402,665	305,267	707,932
Children support services	1,724	31,698	33,422
	404,389	336,965	741,354

Analysis of direct costs

	Refuge and Intervention 2021 £	Children support services 2021 £	Total funds 2021 £
Staff costs	379,453	-	**379,453**
Office expenses	8,436	-	**8,436**
Travel	539	-	**539**
Training	3,040	-	**3,040**
Supervision	1,170	225	**1,395**
	392,638	225	**392,863**

Notes to the financial statements
For the year ended 31 March 2021

9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Refuge and Intervention 2020 £	Children support services 2020 £	Total funds 2020 £
Staff costs	372,403	-	372,403
Advertising & Marketing	513	-	513
Office expenses	9,892	-	9,892
Travel	7,806	-	7,806
Training	10,926	-	10,926
Outings/Activities	-	1,319	1,319
Supervision	1,125	405	1,530
	402,665	1,724	404,389

Analysis of support costs

	Refuge and Intervention 2021 £	**Children support services 2021 £**	**Total funds 2021 £**
Staff costs	130,188	28,995	**159,183**
Depreciation	11,736	-	**11,736**
Telephone	9,969	-	**9,969**
Legal fees	8,402	-	**8,402**
Establishment costs	64,804	426	**65,230**
Light and heat	13,883	-	**13,883**
Insurance	5,071	-	**5,071**
Repairs and maintenance	36,154	-	**36,154**
Cleaning	1,329	-	**1,329**
Computer costs	22,453	256	**22,709**
Printing, postage and stationery	2,311	-	**2,311**
Equipment	53,027	-	**53,027**
Sundry	29,220	-	**29,220**
Travel	1,142	44	**1,186**
Training	-	45	**45**
Loan interest	2,946	-	**2,946**
Governance costs	6,205	-	**6,205**
	398,840	29,766	**428,606**

Notes to the financial statements
For the year ended 31 March 2021

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

During the year, of total costs £481,013 were restricted (2020: £453,873).

	Refuge and Intervention 2020 £	Children support services 2020 £	Total funds 2020 £
Staff costs	114,508	29,769	144,277
Depreciation	11,492	-	11,492
Telephone	9,162	-	9,162
Legal fees	900	-	900
Establishment costs	43,187	1,577	44,764
Light and heat	13,830	-	13,830
Insurance	5,265	-	5,265
Repairs and maintenance	47,744	-	47,744
Cleaning	1,076	-	1,076
Computer costs	17,338	232	17,570
Printing, postage and stationery	5,087	-	5,087
Equipment	3,658	-	3,658
Sundry	13,015	-	13,015
Travel	11,052	-	11,052
Training	-	120	120
Loan interest	4,022	-	4,022
Governance costs	3,931	-	3,931
	305,267	31,698	336,965

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,700 (2020 - £1,625).

Notes to the financial statements
For the year ended 31 March 2021

11. Staff costs

	2021 £	2020 £
Wages and salaries	**511,517**	492,844
Social security costs	**29,779**	29,477
Contribution to defined contribution pension schemes	**13,442**	14,071
	554,738	536,392

The average number of persons employed by the company during the year was as follows:

	2021 No.	2020 No.
Total	**39**	38

No employee received remuneration amounting to more than £60,000 in either year.

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

Notes to the financial statements
For the year ended 31 March 2021

13. Tangible fixed assets

	Freehold property £	Office equipment £	Property Improvements £	Total £
Cost or valuation				
At 1 April 2020	**749,276**	**16,946**	**38,514**	**804,736**
Additions	**-**	**-**	**3,144**	**3,144**
At 31 March 2021	**749,276**	**16,946**	**41,658**	**807,880**
Depreciation				
At 1 April 2020	**35,380**	**12,481**	**30,573**	**78,434**
Charge for the year	**6,294**	**2,694**	**2,748**	**11,736**
At 31 March 2021	**41,674**	**15,175**	**33,321**	**90,170**
Net book value				
At 31 March 2021	**707,602**	**1,771**	**8,337**	**717,710**
At 31 March 2020	713,896	4,465	7,941	726,302

14. Debtors

	2021 £	2020 £
Due within one year		
Other debtors	**26,097**	10,793
Prepayments and accrued income	**4,596**	6,162
	30,693	16,955

Notes to the financial statements
For the year ended 31 March 2021

15. Creditors: Amounts falling due within one year

	2021 £	2020 £
Bank loans	**11,000**	9,700
Other taxation and social security	**6,969**	7,458
Other creditors	**44,911**	13,314
Accruals and deferred income	**4,038**	5,921
Grant income deferred	**37,463**	132,502
	104,381	168,895

The deferred income of £37,463 (2020: £132,502) is made up of the Roddick Foundation Grant to be released in April 2021 and the second part of the grant received from the Police and Crime Commissioner which was delayed from last year for employment of an engagement worker.

Notes to the financial statements
For the year ended 31 March 2021

16. Creditors: Amounts falling due after more than one year

	2021 £	2020 £
Bank loan	**114,960**	126,481

Included within the above are amounts falling due as follows:

	2021 £	2020 £
Between one and two years		
Bank loan	**11,000**	9,700
Between two and five years		
Bank loan	**35,000**	39,800
Over five years		
Bank loan	**68,960**	76,981

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2021 £	2020 £
Payable or repayable by instalments	**68,960**	76,891
	68,960	76,891

A bank loan of £200,000 was taken out in December 2011 with Lloyds TSB to purchase freehold property. It is repayable in monthly instalments and is currently on the bank's standard variable rate. The loan is due to be repaid by December 2031.

Notes to the financial statements
For the year ended 31 March 2021

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
Unrestricted funds				
Designated funds				
Designated Funds	63,313	12,316	-	75,629
General funds				
General Funds	808,798	454,742	(368,698)	894,842
Total Unrestricted funds	872,111	467,058	(368,698)	970,471
Restricted funds				
Children's Support Service	5,175	35,898	(30,643)	10,430
Ministry of Housing, Communities & Local Government Grant (MHCLG)	45,495	133,701	(59,509)	119,687
Children in Need Covid Response	-	14,775	(14,775)	-
Lloyds Bank Foundation	14,810	28,837	(23,138)	20,509
Lloyds Bank Foundation Covid Response	-	11,595	-	11,595
Police and Crime Commissioner - Safe Space Funding	26,656	6,711	(24,920)	8,447
Police and Crime Commissioner - Engagement Worker	-	17,463	(1,069)	16,394
Sussex Community Foundation (1)	7,918	-	-	7,918
Sussex Community Foundation (2)	2,519	-	(2,519)	-
The Big Lottery Fund Grant	57,706	77,694	(99,275)	36,125
The Bridging Fund	737	-	(737)	-
The Tudor Trust	20,307	940	(21,247)	-
Awards for All	-	10,000	(3,937)	6,063
Tesco Bags of Help	-	500	(500)	-
West Sussex Ending Women's Homelessness	10,839	10,385	(21,224)	-
Grant 1 MHCLG Covid Response	-	51,915	(51,915)	-
Grant 2 MHCLG Chichester Covid Response	-	41,966	(41,966)	-
Ministry of Justice Covid Response	-	81,683	(81,683)	-
RSA Community Grants	-	3,500	-	3,500
John Lewis Fund with Waitrose	-	2,000	(2,000)	-
	192,162	529,563	(481,057)	240,668

Notes to the financial statements
For the year ended 31 March 2021

17. Statement of funds (continued)

Total of funds	1,064,273	996,621	(849,755)	1,211,139

Notes to the financial statements
For the year ended 31 March 2021

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2020 £
Unrestricted funds					
Designated funds					
Designated Funds	-	-	-	63,313	63,313
General funds					
General Funds	768,895	424,948	(321,732)	(63,313)	808,798
Total Unrestricted funds	768,895	424,948	(321,732)	-	872,111
Restricted funds					
Children's Support Service	8,617	31,333	(34,774)	-	5,176
Ministry of Housing, Communities & Local Government Grant (MHCLG)	-	259,027	(213,532)	-	45,495
Lloyds Bank Foundation	14,404	25,000	(24,594)	-	14,810
Police and Crime Commissioner - Safe Space Funding	14,979	35,775	(27,992)	-	22,762
Police and Crime Commissioner - Engagement Worker	3,893	-	-	-	3,893
Sussex Community Foundation (1)	8,700	-	(782)	-	7,918
Sussex Community Foundation (2)	4,365	-	(1,846)	-	2,519
The Big Lottery Fund Grant	67,676	116,037	(126,007)	-	57,706
The Bridging Fund	1,616	-	(879)	-	737
The Tudor Trust	12,494	30,000	(22,187)	-	20,307
West Sussex Ending Women's Homelessness	-	12,119	(1,280)	-	10,839
	136,744	509,291	(453,873)	-	192,162
Total of funds	905,639	934,239	(775,605)	-	1,064,273

Designated Fund

The trustees have decided to set aside £50,000 for the Crawley Amber House Refuge Project. The remainder of £25,629 has been allocated towards the Crawley based outreach/helpline support service.

Restricted Funds

Children's Support Service
BBC Children in Need
This service is aimed at supporting the children at the refuges, and the grant covers in the main the salaries and other staffing costs for two child support workers as well as a contribution towards some of the outings and activities the staff carry out with the children. The current funding period has been extended and will now end on 31 December 2021.
Other Children's service
This represents donations etc given towards the running of the children's service, but in particular to fund larger activities and toys and equipment for the playroom.
Children in Need Covid Response
This is a fund of money given to support children in the community who are effected by domestic abuse and a result of the pandemic . The funding is received in blocks and the whole grant runs for a period of 18 months ending on 31 March 2022.
Awards for All
This grant was to provide computer equipment and office furniture for a new office space.
Ministry of Housing, Communities and Local Government (MHCLG) Grant
We were awarded this grant with the help and support of our local council. This was originally to provide an Outreach Service in West Sussex with an element of refuge support. As a result of the pandemic, this naturally progressed into a helpline service.
Ministry of Housing, Communities and Local Government (MHCLG) Grant - Covid Response Grant 1
We were successfully able to apply for funding for increased staffing, hygiene costs, and to cope with additional capacity to meet an increased demand for our services during the Covid-19 pandemic. This funding was short term and had to used by 31 March 2021.
Ministry of Housing, Communities and Local Government (MHCLG) Grant - Covid Response Grant 2
We were successfully able to apply for funding to cope with additional capacity to meet an increased demand for our services during the Covid-19 pandemic. This funding enabled us to open a further confidential refuge in West Sussex. This funding was short term and had to be used by 31 March 2021.
Ministry of Justice Covid Response Grant
We were successfully able to apply for funding released from central government and distributed through our local Police and Crime Commissioners. This funding enabled our staff to be equiped to work from home and also to provide staff to assist in helpline support and also the set up of an online chat service. This funding was short term and had to be used by 31 March 2021.
Lloyds Bank Foundation
This grant enables us to continue employing a Refuges manager. The grant gives a significant contribution towards her salary costs.
Lloyds Bank Foundation Covid Response
We were able to obtain a grant to ensure there was additional support to operate the helpline. This grant has been completed by 31 May 2021.
Police and Crime Commissioner - Safe Space Funding
This grant is to train facilitators to deliver the ACEs (Adverse Childhood Experiences) Recovery Toolkit. Thanks to the support from our grant funder we have been able to extend our grant period. We have also been given approval for an additional amount to extend our work up to 31 December 2021.
Police and Crime Commissioner (1)
This fund has been transferred over to the Safe Space Project in 2020, to ensure the ACEs Recovery Toolkit is able to be delivered for a longer period of time.
Police and Crime Commissioner (2)
This funding is to provide a male domestic abuse engagement worker for a period of a year The funding will end in March 22.
RSA Community Grants
This grant was to provide welcome packs for a venture in the north of the county. That project did not come to fruition, but the grant will be used to assist women and children coming into our services.

Notes to the financial statements
For the year ended 31 March 2021

Sussex Community Foundation (1)
The grant will be used by Safe in Sussex to help deliver other recovery work in 2021/22.
Sussex Community Foundation (2)
This grant is to provide group and one to one support for childern living in abusive households to build their self esteem and talk about their expeiences and to provide healthy relationship education. This grant is now completed.
The Big Lottery Fund - Early Intervention domestic abuse awareness, education and support project
This funding enabled us to continue and extend our group work in the community. We now deliver children and young persons group work as well as adult groups. The funding also covers some general running expenses of those groups, training, travel and overheads. The funding was due to come to an end in February 2021, but with thanks to The Big Lottery extending the grant period and granting us a further top-up' amount in April 2021, we are able to continue to run our groups until 31 December 2021.
Tesco Bags of Help
This grant enabled us to buy some mobile phones for our staff working from home.
The Bridging Fund
This was a one-off grant to assisst ladies in crisis. It has been used to help those leaving the refuge to purchase a necessary item for their new accommodation. This grant has now been fully utilised.
The Tudor Trust
This grant is towards the costs of the Amber House project in Littlehampton, which also includes the salary of a Refuge family support worker. This grant is now complete.
West Sussex Ending Women's Homelessness
This funding is a one year collaboration project with Turning Tides and Brighton Womens Centre, to provide a Women's Specialist Worker on domestic abuse , to work with homeless women suffering form domestic abuse. The project finished in March 2021.
John Lewis Fund with Waitrose
This funding was to enable us train facilitators to deliver 'Escape the Trap' training.

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	717,710	-	**717,710**
Current assets	472,102	240,668	**712,770**
Creditors due within one year	(104,381)	-	**(104,381)**
Creditors due in more than one year	(114,960)	-	**(114,960)**
Total	970,471	240,668	**1,211,139**

18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	726,302	-	726,302
Current assets	441,185	192,162	633,347
Creditors due within one year	(168,895)	-	(168,895)
Creditors due in more than one year	(126,481)	-	(126,481)
Total	872,111	192,162	1,064,273

19. Pension commitments

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £13,442 (2020 - £14,071). Contributions totalling £nil (2020 - £nil) were payable to the fund at the balance sheet date and are included in creditors.

20. Operating lease commitments

At 31 March 2021 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	**9,000**	5,750
Later than 1 year and not later than 5 years	**19,200**	9,000
Later than 5 years	**29,810**	29,004
	58,010	43,754

21. Related party transactions

There were no related party transactions in the year that require disclosure under SORP 2019 (FRS 102).