

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)

Contents

	Page
Trustees' report	1 - 26
Independent examiner's report	27
Statement of financial activities	28
Balance sheet	29 - 30
Statement of cash flows	31
Notes to the financial statements	32 - 52

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 to 7 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 **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).

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.

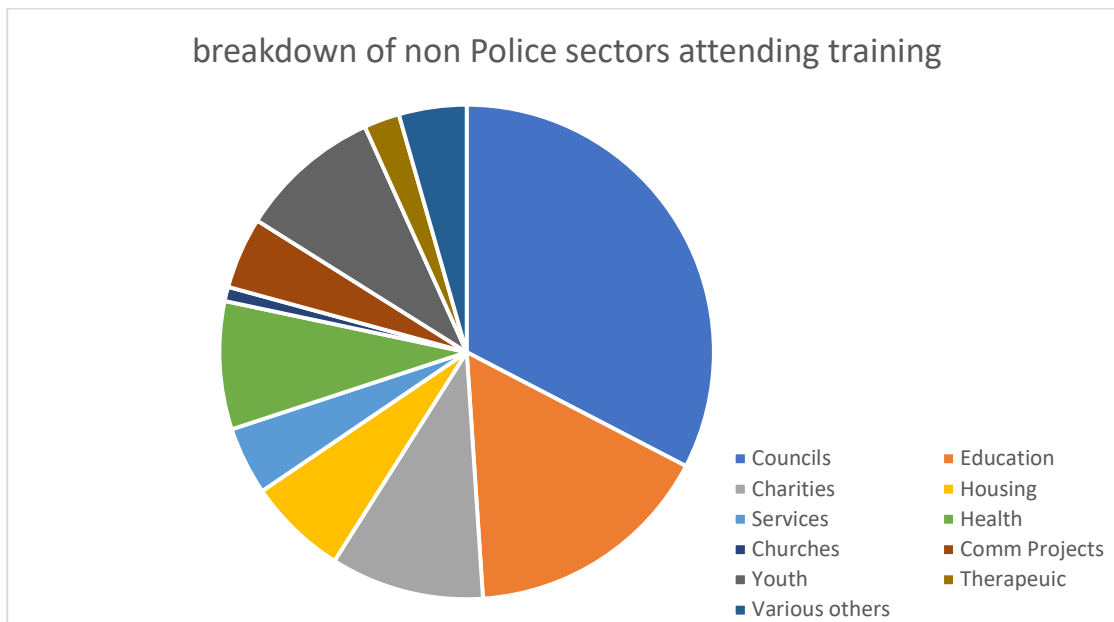
During this year we secured funding to open 3 flats as dispersed refuge accommodation aimed at supporting clients who could not access traditional refuge, with referrals coming directly

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

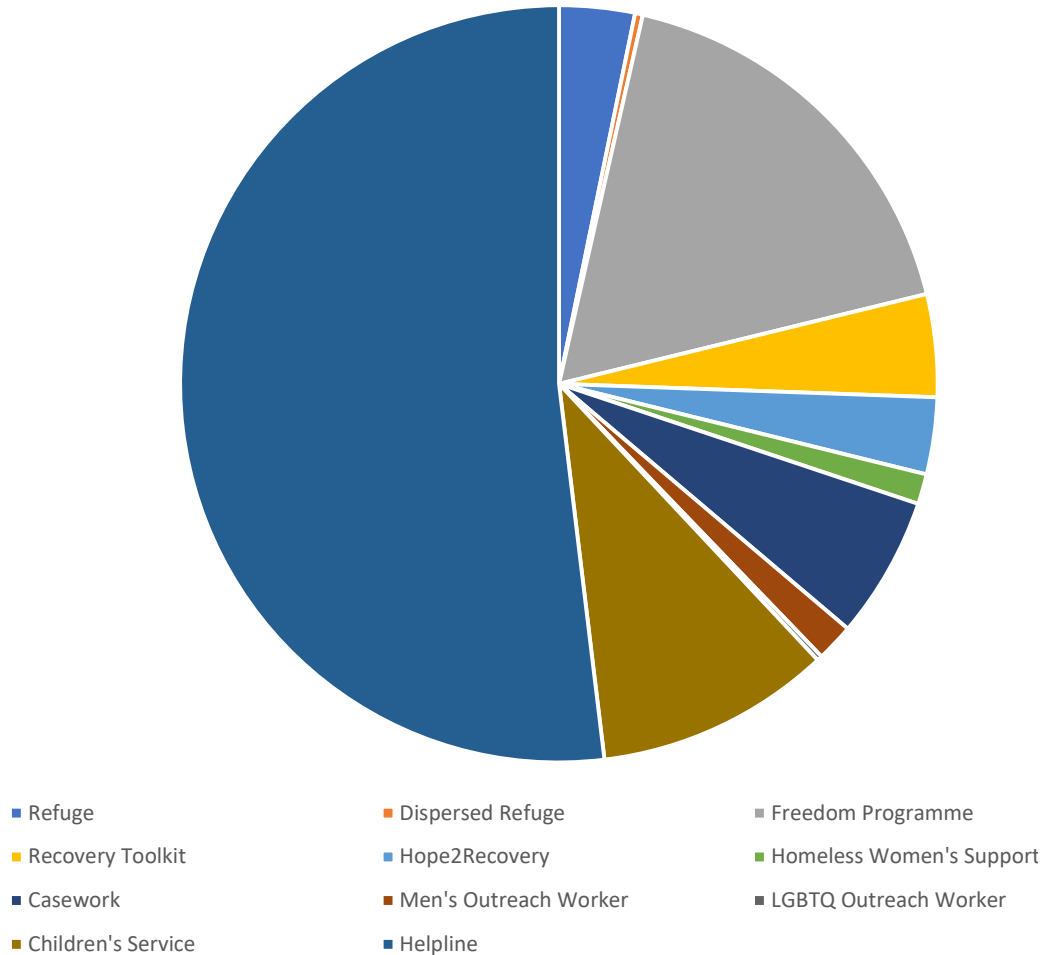
Funding: A further 3-year funding from Children in Need was secured for the Child Support Workers in our refuge provision. Funding for the community groups work has been secured until the end of the financial year 2023. We were successful in gaining continuation funding from Lloyds Bank Foundation for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

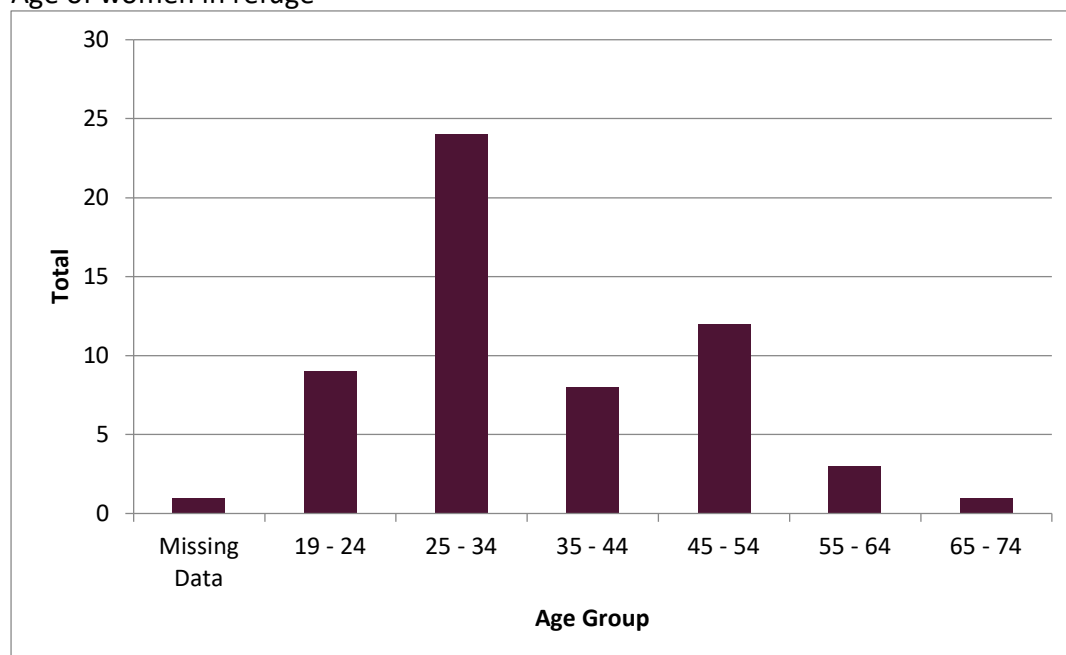
clients accessing services



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 for 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"

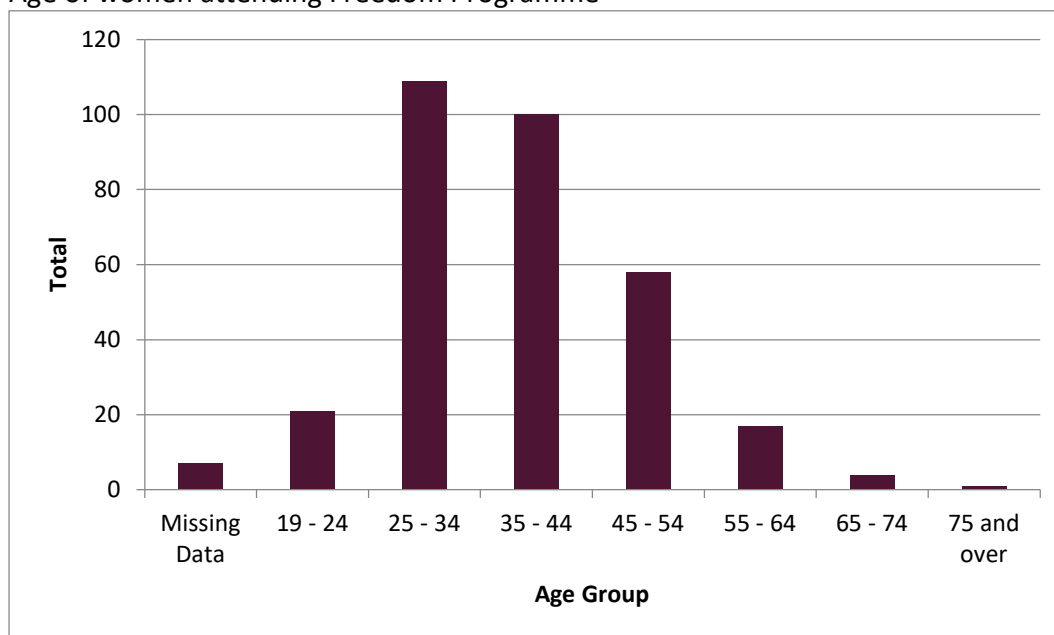
I think that it was really helpful and helped me understand what an abusive relationship looks like"

"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

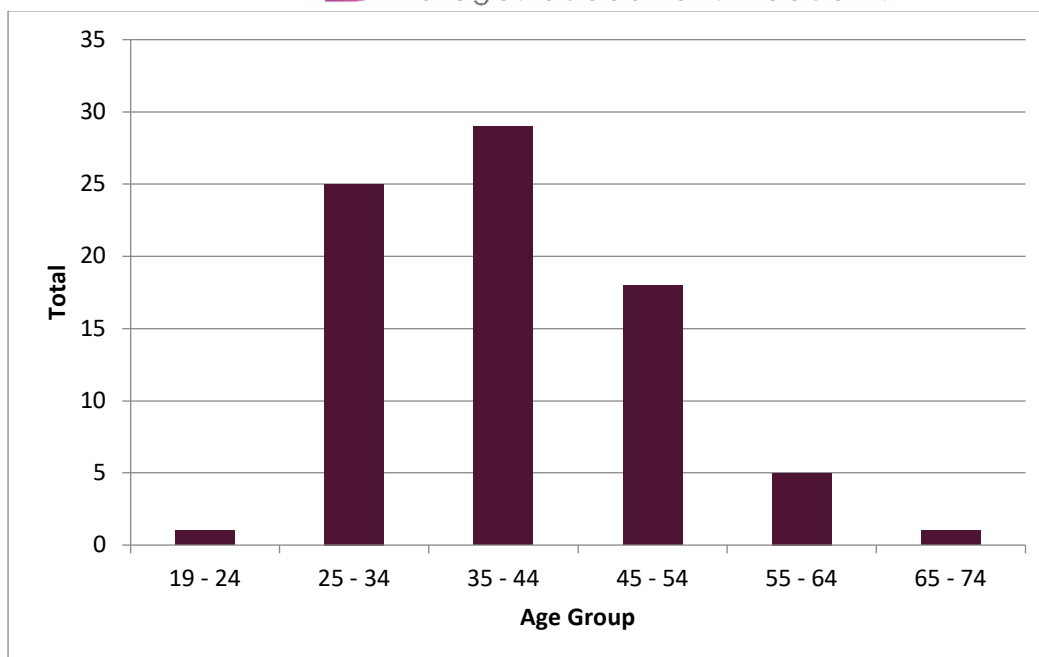
Women who have completed the evaluation told us of the positive impact through attending the group:

"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

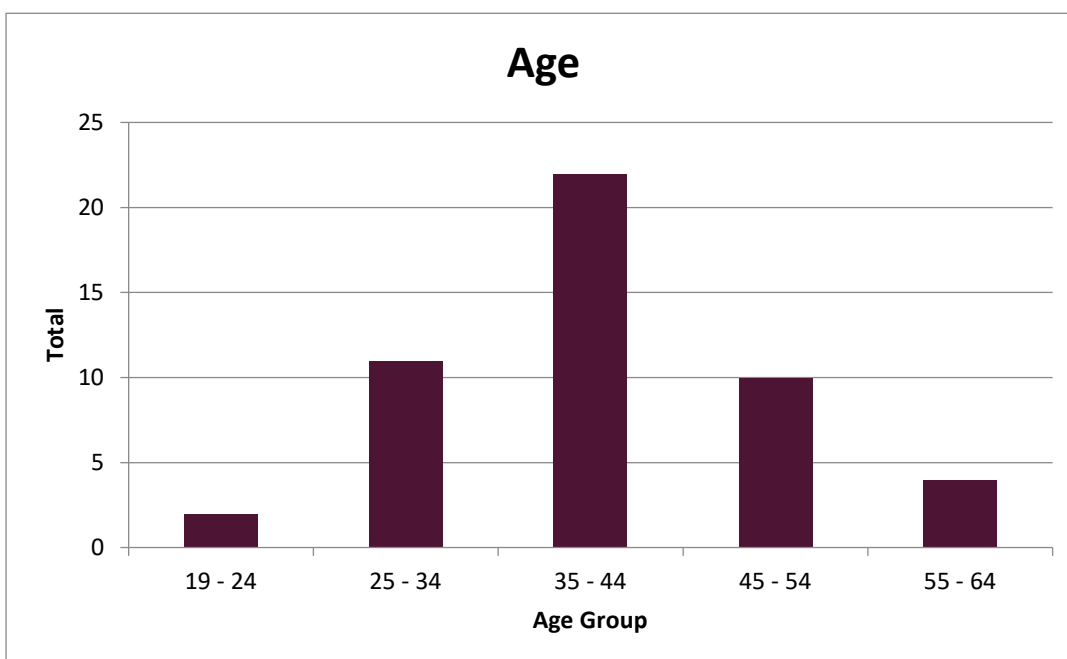
The women told us through evaluations of the benefits of attending the programme:

"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:

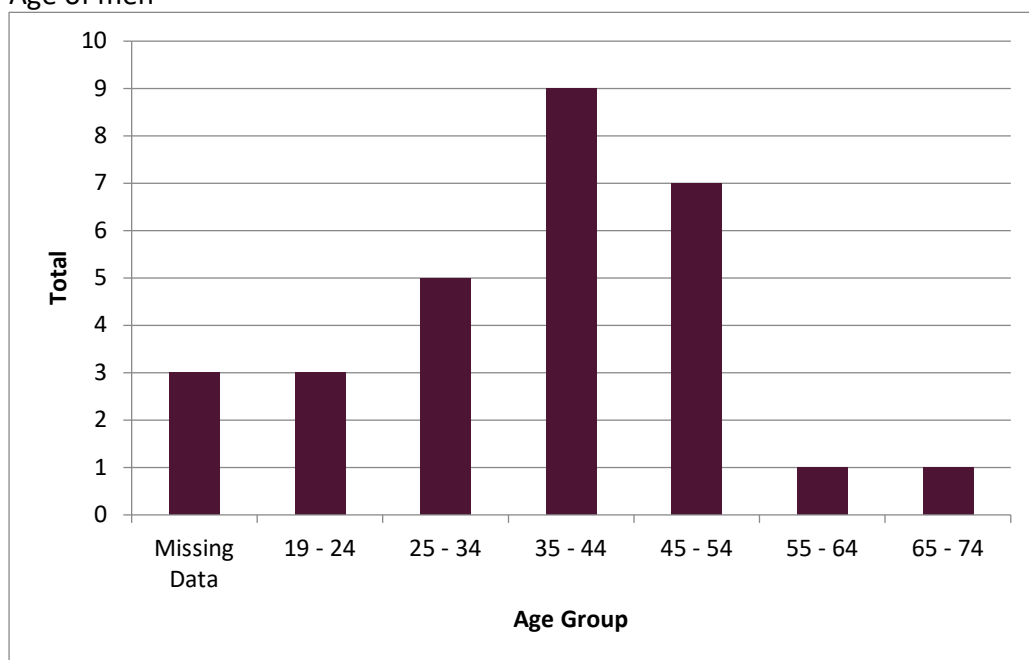
"It has helped me feel less isolated in my situation seeing others circumstances."

"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

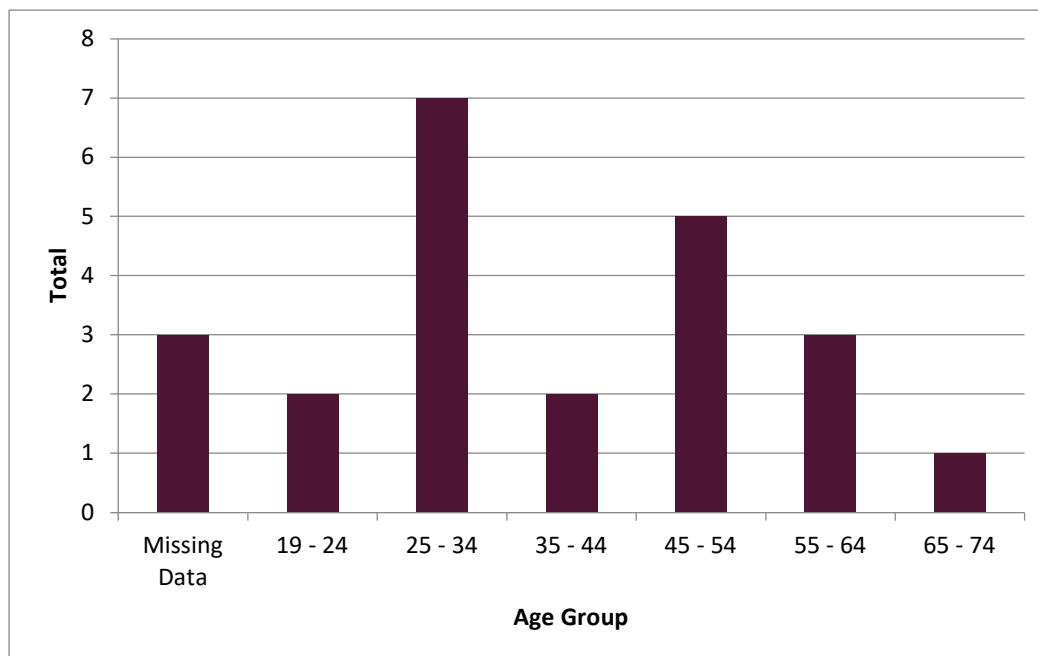
One family member commented on the positive impact of the support given to a male family member who accessed our services.

"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 31 ST 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

A handwritten signature in black ink, appearing to be 'L. Groves-Williams', written over a horizontal line.

Leslie Groves-Williams (Chair of Trustees)

A handwritten signature in black ink, appearing to be 'K. Brown', written over a horizontal line.

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:  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

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

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

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 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.

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 2022

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.

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 2022

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 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
	<u>191,329</u>	<u>301,594</u>	<u>492,923</u>
	<u><u>191,329</u></u>	<u><u>301,594</u></u>	<u><u>492,923</u></u>
	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations	73,350	632	73,982
Grants	65,818	525,896	591,714
	<u>139,168</u>	<u>526,528</u>	<u>665,696</u>
	<u><u>139,168</u></u>	<u><u>526,528</u></u>	<u><u>665,696</u></u>

4. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £
Refuge and Intervention project	<u>381,272</u>	<u>381,272</u>
	<u><u>381,272</u></u>	<u><u>381,272</u></u>
	Unrestricted funds 2021 £	Restricted funds 2021 £
Refuge and Intervention project	288,203	3,035
	<u>288,203</u>	<u>3,035</u>
	<u><u>288,203</u></u>	<u><u>3,035</u></u>

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 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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	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
	<hr/>	<hr/>
	61,563	61,563
	<hr/>	<hr/>
	Unrestricted funds 2021 £	Total funds 2021 £
Fundraising income	33,110	33,110
Charity shop income	4,163	4,163
	<hr/>	<hr/>
	37,273	37,273
	<hr/>	<hr/>

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 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

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 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
	<u>341,950</u>	<u>417,709</u>	<u>759,659</u>

	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
	<u>392,863</u>	<u>428,606</u>	<u>821,469</u>

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
	<u>340,206</u>	<u>1,744</u>	<u>341,950</u>

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 2022

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
	<u>392,638</u>	<u>225</u>	<u>392,863</u>

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
	<u>387,592</u>	<u>30,117</u>	<u>417,709</u>

During the year, of total costs £386,717 were restricted (2021: £481,013).

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 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
	<u>398,840</u>	<u>29,766</u>	<u>428,606</u>

10. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,850 (2021 - £1,700).

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 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).

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 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

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 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.

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 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.

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 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)	-	-

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 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

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 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)	-

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 2022

17. Statement of funds (continued)

Statement of funds - prior year (continued)

	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
	<u>192,162</u>	<u>529,563</u>	<u>(481,057)</u>	<u>240,668</u>
Total of funds	<u><u>1,064,273</u></u>	<u><u>996,621</u></u>	<u><u>(849,755)</u></u>	<u><u>1,211,139</u></u>

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 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 finish in September 2022.

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 2022

17. Statement of funds (continued)

Ernest Kleinwort Charitable Trust Funding

This funding has enables some additional 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

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 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.

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 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).