

SAFELIVES

England & Wales · Charity number 1106864

Details

Other names	CO-ORDINATED ACTION AGAINST DOMESTIC ABUSE, CO-ORDINATED RESPONSE AND ADVOCACY RESOURCE GROUP, CAADA
Status	Registered
Legal form	Charitable company
Company number	05203237
Registered	2004-11-18
Register	View on the Charity Commission register

Contact

Address	Suite 2a Whitefriars Lewins Mead Bristol BS1 2NT
Phone	01174033220
Email	info@safelives.org.uk
Website	www.safelives.org.uk

Activities

Objects: THE OBJECTS FOR WHICH THE CHARITY IS ESTABLISHED ARE TO ADVANCE FOR THE PUBLIC BENEFIT IN THE UNITED KINGDOM OR ELSEWHERE SUCH PURPOSES AS ARE RECOGNISED AS EXCLUSIVELY CHARITABLE AND IN PARTICULAR (BUT WITHOUT PREJUDICE TO THE GENERALITY OF THOSE OBJECTS) TO PROMOTE BEST PRACTICE AND UNDERSTANDING AMONG THE PUBLIC, VOLUNTARY AND STATUTORY AGENCIES IN ALL MATTERS RELATING TO DOMESTIC ABUSE AND FAMILY VIOLENCE, ITS CAUSES, REMEDIES AND PREVENTION

Activities: SafeLives, formerly known as CAADA is a national charity supporting a strong multi-agency response to domestic abuse. SafeLives provides practical tools, training, guidance, quality assurance, policy and data insight to support professionals and organisations working with domestic abuse victims. The aim is to protect the highest risk victims and their children.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** THE UNITED KINGDOM OR ELSEWHERE
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£10,628,690	£11,301,683	£2,910,893	114
2024-06-30	£9,902,553	£8,768,632	£3,583,886	112
2023-06-30	£8,823,905	£9,802,149	£2,449,965	110
2022-06-30	£9,183,427	£9,200,712	£3,428,209	98
2021-06-30	£8,261,905	£7,334,227	£3,445,494	82

Trustees

Name	Role	Appointed
Dame Maria Frances Lewis Miller	Chair	2025-04-29
Elizabeth Hughes		2019-12-10
Emily Hawkins-Longley		2024-09-17
Patrick Michael Mitchell		2024-09-17
Rebecca Handley		2024-09-17
Shana Begum		2021-10-01
Timothy Douglas Symington		2021-10-01
Zoe Ann Billingham		2021-10-01

SAFELIVES

England & Wales - Charity number 1106864

Accounts

Company number:	05203237
Charity number:	1106864
Scottish charity ref:	SCO48291

SafeLives

Report and financial statements

For the year ended 30 June 2025



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Reference and administrative information

For the year ended 30 June 2025

Company number	05203237
Countries of incorporation	England and
Wales Charity number	1106864
Scottish charity reference	SCO48291
Countries of registration	England, Wales, and Scotland

Registered office and operational address	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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Patron	HM The Queen
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Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
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Isabel Boyer	(Chair – resigned 24/06/2025)
Dame Maria Miller	(Chair – appointed 29/04/2025)
Alexandra Butler	(Vice Chair – resigned 24/06/2025)
Zoe Billingham	(Vice Chair)
Shana Begum	
Liz Hughes	
Ursula Lindenberg	Resigned 29/04/2025)
Tim Symington	
Eva Bari	(Resigned 17/09/2024)
Patrick Mitchell	(Appointed 17/09/2024)
Emily Hawkins-Longley	(Appointed 17/09/2024)
Rebecca Handley	(Appointed 17/09/2024)

Key management personnel

Ellen Miller	Chief Executive
Jo Silver	Director of Quality and Innovation
Liz Thompson	Director of External Relations
Jo Gordon	Chief Operating Officer
Dawn Codrington	Director of People and Culture
Emma Robinson	Director of Quality and Innovation

Reference and administrative information

For the year ended 30 June 2025

Bankers

NatWest Bank PLC
45-49 Broadmead
Bristol
BS1 3EU

Solicitors

Ramsay Paterson
5th Floor
25 King Street
Bristol
BS1 4PB

Foot Anstey LLP
Salt Quay House
4 North East Quay
Sutton Harbour
Plymouth
PL4 0BN

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
110 Golden Lane
London
EC1Y 0TG

The Trustees present their report and the audited financial statements for the year ended 30 June 2025. This report also incorporates the strategic report disclosure requirements. This year SafeLives turned 21, we celebrated the people - staff, trustees, associates, partners - who have built this charity through 21 years of determination, innovation and compassion. We launched our new strategy for 2025–2028, forged with the insight of hundreds of survivors and professionals. It sharpens our focus on six priorities: the Whole Picture Framework; Authentic Voice; Evolving the Risk Pathway; Workforce Development; Safe Young Lives; and Perpetrator Accountability. Our thanks go to all our staff, Trustees, Pioneers, Authentic Voice Panel, associates, funders, supporters and partners for another successful year of strong impact.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. The Trustees' Annual Report includes a directors' report as required by company law.

1. Objectives and activities

The objects for which the charity is established are to advance, for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies, and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report on the progress of the activities and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

SafeLives is the UK-wide charity dedicated to ending domestic abuse, for everyone, for good. We believe that domestic abuse is preventable, not inevitable, and that everyone has the right to live in safety, free from fear.

We combine data, voice and practice to transform systems. We:

- Listen deeply to survivors, professionals and data.
- Analyse systems, services and behaviours to understand what works.
- Innovate and embed real, lasting change with local areas, government and organisations.

Our Whole Picture approach brings prevention, risk reduction and recovery together around each individual and family. That is how we make people safer, sooner.

Our approach

A **Whole Picture** response to domestic abuse.

Domestic abuse is preventable. The conditions that enable it can be changed. Our approach is practical and evidence based. We convene police, health, children's services, housing, education, specialist services and community organisations around shared outcomes. We cocreate tools and standards with those who use them. We train and support a confident, trauma-informed workforce. And we combine national insight with local action so change lasts.

Prevent harm

Change norms and behaviours; intervene earlier; and challenge those causing harm to stop - with inclusive, quality-assured perpetrator responses and parallel support for survivors.

Reduce risk

Ensure consistent, evidence-based responses across agencies; use data to spot and manage dynamic risk; recognise children's experiences and rights.

Support recovery

Remove barriers to safety and stability; embed trauma-informed practice; uphold survivors' dignity, choices and leadership.

2. Achievements & Performance

This year SafeLives turned 21 and marked Ellen Miller's first full year as Chief Executive. A milestone birthday gave us time to look back with gratitude.

Her Majesty The Queen accepted the Starfish Award for championing the voices of survivors. We are delighted that Her Majesty The Queen has chosen to continue her role as Patron of SafeLives. Her Majesty has attended and hosted a range of events dedicated to bringing together individuals and organisations who are working to end domestic abuse and celebrating survivors and frontline services across the country. She has been an amazing advocate for change, recognising the power of the authentic voice of survivors and frontline practitioners. We are so grateful for her support and commitment to ending domestic abuse, for everyone and for good.

We welcomed the Rt Hon Dame Maria Miller DBE as our new Chair. We celebrated the people - staff, trustees, associates, partners - who have built this charity through 21 years of determination, innovation and compassion. And we launched our new strategy for 2025–2028, forged with the insight of hundreds of survivors and professionals. It sharpens our focus on six priorities: the Whole Picture Framework; Authentic Voice; Evolving the Risk Pathway; Workforce Development; Safe Young Lives; and Perpetrator Accountability. The strapline says what we're here to do: **Find what works. Help it happen.**

This has been a significant year for policy. The Victims and Prisoners Act became law, offering renewed opportunities to recognise the specialist roles of IDVAs (Independent Domestic Violence Advisors) and ISVAs (Independent Sexual Violence Advisors) and to strengthen the Victims' Code. We welcomed a new Government and reiterated our invitation: work with us to embed a Whole Picture approach so families are safer sooner. We spoke clearly on the changes that matter: investment in community-based services, trauma-informed and culturally competent practice, and quality-assured perpetrator responses with parallel support for survivors.

Amidst this shifting landscape, internally and externally, SafeLives has continued to play a pivotal role in shaping policy and advocating for legislative reform.

Preventing harm

Challenging those who cause harm - and intervening earlier

Drive Partnership

Alongside our partners, Respect and Social Finance, we welcomed renewed investment to expand the Drive Project - an intensive, multiagency response for people using high harm, high risk behaviours. Independent evaluations show significant reductions in physical and sexual abuse, harassment and stalking, and jealous and controlling behaviours in cases closed. Drive's systems change work continued too, codesigning culturally specific perpetrator interventions with experts by experience and 'by and for' organisations so responses work for everyone.

Restart: earlier intervention

We delivered short, targeted one-to-one work that tackles denial, minimisation and partner blame, providing non-collusive challenge and practical problem solving. Survivors and practitioners co-evaluated the model, strengthening the offer and the pathways around it. Professionals reported increased confidence to identify risk and engage safely at an earlier point.

Raneem's Law and DAPOs

We supported stronger protection and accountability measures and contributed practical learning from DAPO pilots. Our emphasis remains on orders that are usable and enforceable in real life, backed by parallel support and clear lines of accountability between agencies.

Legislative change on coercive control

We welcomed progress to strengthen the coercive and controlling behaviour offence and keep pace with evolving evidence. Law reform must be matched by training and resourcing - especially for nonspecialist roles - to ensure change in day today practice.

Safe Young Lives - Verge of Harming (Phase 2)

We published new research, produced with partners across five frontline services, on what effective support looks like for young people who use harmful behaviours in their intimate or family relationships. Young people told us they engage when practitioners are honest, consistent and nonjudgemental; when sessions are flexible and creative; and when support recognises trauma, mental health, neurodivergence and identity. Empowering Engagement, our companion practice resource, turns those insights into clear, practical tools - including a preparation phase, and detailed guidance for beginnings, middles and endings of interventions. Families told us that parallel support for parents helps shift blame, build understanding and sustain change.

Primary prevention and early help

We worked with local partners to bring a public health mindset to Early Help, parenting support and youth services - reducing stigma, making help accessible, and creating environments where disclosures are heard and acted on. We continued to champion routine enquiry in health, especially in maternity and mental health, and to connect domestic abuse, mental health and suicide prevention so opportunities to save lives aren't missed by siloed systems.

Reducing risk

Consistent, confident responses that reflect real risk - for adults and children

Managing risk of serious harm in London (MOPAC review)

Commissioned by the Mayor's Office for Policing and Crime, we conducted an in-depth review of **how London can better manage and prevent the risk of serious harm**, homicide and suicide due to domestic abuse. We engaged 308 unique professionals across sectors, complemented by a literature review and focus groups codesigned and delivered with SafeLives Pioneers. Professionals rated Marac highly as a mechanism to discuss and manage risk when it is implemented well. But we found significant inconsistencies across boroughs: thresholds, frequency, agency representation, data sharing and survivor involvement vary widely. Too often there is no shared definition of risk, outcomes are process-led rather than survivor-defined, and high demand pushes complex work into nonspecialist roles without adequate training or supervision. The message was clear: domestic abuse is everyone's business - but only a coordinated, whole system response will be effective. Our recommendations focus on consistent standards, survivor leadership, data that drives action, and workforce support.

Marac: strengthening the national safeguarding response

Marac remains the UK's largest safeguarding response to high risk domestic abuse. In the year to March 2025, almost 130,000 cases were heard across the network, with over 150,000 children linked to those cases. We progressed phase two of the **national Marac data platform** to improve data quality, access and usability so local partnerships can benchmark, spot trends and target improvement. In Scotland, we launched a **Marac to Marac transfer toolkit** to support safe transfers when families move between local authorities, and published **best practice guidance on counter allegations**, developed with Marac professionals to reduce service-generated risk and ensure the right person is supported. We also introduced new **data webinars** for London professionals, showcasing how to use Marac data to inform decisions and improve safeguarding.

Championing IDVAs/IDAAs

IDVAs and IDAA practitioners are fundamental to risk identification and reduction. This year we advocated for guidance that reflects the specialist nature of these roles, including clear training and qualification standards, robust supervision, and recognition of child and young person practitioners. We continued to strengthen practice through training, communities of practice and the Leading Lights quality standard.

The Whole Picture: what professionals and survivors say

We published headline findings from our Whole Picture approach datasets. Over 2,000 professionals across 21 areas told us the top needs for victims and families are support for mental health, children's wellbeing and housing. For those who harm, professionals highlighted mental health, drugs/alcohol and children's wellbeing - underlining the need for joined-up responses that address root drivers of harm. 380 survivors across 20 areas told us what they want most from services: someone to talk to in person, emotional support, mental health support, clear information and advice, legal help and financial guidance. Survivors also told us services need to ask routinely about domestic abuse - and that professionals need the training and confidence to ask.

Data that leads to action

We used ONS crime data and National Audit Office (NAO) findings on VAWG to make the case for early intervention, better data, and sustainable funding for community-based services. We began work towards a national DA data dashboard to bring a Whole Picture view into one place for commissioners and partnerships.

Supporting recovery

Centring survivor leadership, rights and dignity

Authentic Voice

Survivor leadership is the engine of change. Our AV Panel hosted **Scotland's first survivor-led conference**, bringing together services and decisionmakers to commit to practical steps that embed survivor expertise. In England, we launched a new **Hampshire AV Panel** to influence local policy and practice, including safe ways to hear from children and young people. Across Bolton, Sheffield and Leicestershire, our **Echo** programme helped partnerships move from consultation to coproduction - building structures that make survivor voice part of everyday governance, not an add-on.

Routes to Safety

Funded by the Nuffield Foundation, our Routes to Safety research explores how identity shapes a survivor's journey - and where referrals and pathways fall short for people facing intersecting barriers such as racism, disability, immigration status or LGBTQ+ identity. The project centres lived experience alongside professional insight to identify where people get stuck, what helps movement, and where commissioning and practice need to change so no one is left behind. This new insight will inform practical guidance and policy recommendations in the year ahead.

Family courts and recovery

We continued constructive work with CAFCASS to improve practice in the family justice system. Survivors - adults and children - need processes that are trauma-informed, safe and timely. Our focus remained on survivor-centred policies, better data, and approaches to contact that prioritise safety and wellbeing. We spoke publicly about the need to address re-traumatisation and delays and shared practical evidence on what helps.

Partnerships that shift systems

Policing - We secured a renewed **two-year licence** from the College of Policing to deliver **Domestic Abuse Matters** - our cultural change programme for police. Since inception, more than **70,000** officers and staff have been trained across forces in England and Wales and beyond, with evaluations showing improved understanding of coercive control and the questions that support safe disclosure. The Champions model sustains change by creating trusted points of contact across every force.

Specialist training - Through the **Institute for Addressing Strangulation**, we extended specialist training on non-fatal strangulation so professionals understand the risks and respond safely. We also developed bite-size, role-specific learning so non-specialists can recognise and respond to domestic abuse confidently.

Armed forces - With funding from the **Army Benevolent Fund**, the Army's national charity, we launched a three-year national programme to improve the response to domestic abuse across serving and veteran communities. Year one is focused on insight and training: we will be producing an **Army Spotlight Report**, **Multi-Agency Toolkit** and a **specialist training offer** for welfare workers from the Army Welfare Service and the Defence Medical Welfare Service, as well as for IDVAs/IDAAs. Following the project's pilot phase, training will roll out nationally alongside a coordinated awareness campaign - strengthening collaboration between Army and civilian partners, so Army families receive the same high standard of care wherever they turn.

Influencing for impact

What we said this year - and why it matters

Victims and Prisoners Act: We welcomed the Act and called for implementation that recognises IDVAs/ISVAs in statutory guidance, invests in community-based services, and ensures mandatory training on the strengthened Victims' Code. We pressed for an information-sharing firewall so survivors with insecure immigration status can report abuse safely.

IDVA/ISVA guidance: We contributed to the development of the guidance and responded constructively to proposals, advocating for clarity on role definition, supervision, training and qualification standards, and dedicated pathways for child and adult survivors.

Annual Report and Financial Statements

For the year ended 30 June 2025

King's Speech and new Government: We welcomed the commitment to halving VAWG and we set out what a Whole Picture approach requires - sustainable funding, consistency across systems, investment in the workforce and better data.

Autumn Budget: We called for investment that matches the scale of the national crisis - prioritising early help, community-based support, and quality assured perpetrator interventions with parallel support for survivors.

ONS crime data: We highlighted persistent prevalence and urged long-term funding and standards. Prevention pays - in human terms and public value.

NAO findings on tackling VAWG: We echoed the call for clearer accountability and measurable outcomes across government; offered practical models from our programmes to make systems join up.

National centre for VAWG and public protection: We supported the launch of a coordinated police national centre and called for a strong role for specialist services and survivor leadership.

Raneem's Law to ensure better DA awareness in 999 control centres and the rollout of the new Domestic Abuse Protection Orders: We supported stronger protection and accountability, and helped advise on implementation, informed by learning from pilots and survivor evidence.

Standing against hate: In the wake of national events and rising racist rhetoric, we reiterated our values of inclusion and antiracism, rejecting the weaponisation of women's safety to justify division.

Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist.

Our supporters

SafeLives is extremely fortunate to have the support of many generous individuals and organisations to do our work, many of whom have funded us through multi-year and repeated grants. Our philanthropic funders often invest in our newest work, trusting us to be innovative in seeking out what works for families, and giving us valuable time and flexibility to build strong and trusting relationships with survivors, small and specialist organisations and other colleagues across the sector. They are generous in many other ways, from giving expert *pro bono* advice, or introducing us to other valuable contacts – and many make the time to join round tables and discussions, adding their own insight.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through your support we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

Annual Report and Financial Statements**For the year ended 30 June 2025**

Our principal funders and supporters this year include the following, as well as other organisations and individuals who chose to remain anonymous:

Army Benevolent Fund
Aurum Trust
Bleu Blanc Rouge Foundation
City Bridge Foundation, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628)
Epic Foundation
Esmée Fairbairn Foundation
Charles Russell Speechlys Foundation
Garfield Weston Foundation
Greater Manchester Combined Authority
Kate Wilkinson & Harry Gaskell
Legal Education Foundation
Mayor's Office for Policing and Crime
Nuffield Foundation
Peter Cundill Foundation
Private family foundation managed by Greenwood Place
Queen Anne's Gate Foundation
Rayne Foundation
The Department for Culture, Media and Sport
The Department for Levelling Up, Housing and Communities
The Home Office
The Ministry of Justice
The National Lottery Community Fund (England & Wales)
The Scottish Government
The Welsh Government
Vision Foundation

As we look to the future, we invite you to continue supporting our work. Whether through donations, partnerships, or advocacy, your involvement is crucial in helping us create a safer, brighter future for everyone affected by domestic abuse. Together, we can end domestic abuse, for everyone, for good. You can contact us at fundraising@safelives.org.uk

3. Looking Ahead: Our Strategy for 2025 and beyond

In July 2025, SafeLives launched its new strategy for 2025–2028, forged with the insight of hundreds of survivors and professionals. It sharpens our focus on six priorities: the Whole Picture Framework; Authentic Voice; evolving the risk pathway; workforce development; Safe Young Lives; and perpetrator accountability. The strapline says what we're here to do: Find what works. Help it happen.

Our strategy is focused and practical.

1. **Embed the Whole Picture Framework nationally** so every area can deliver a connected response that prevents harm, reduces risk and supports recovery.
2. **Expand survivor leadership** - from design to delivery to governance - so services reflect real lives and needs and are accountable to them.
3. **Evolve the risk pathway** to reflect coercive control, intersectional experiences and children's rights, equipping practitioners with tools, supervision and confidence.
4. **Strengthen the workforce** with high-quality training, supervision and communities of practice across sectors, including nonspecialist roles.
5. **Invest in Safe Young Lives** so children and young people are seen, heard and supported earlier, and harmful behaviours are challenged sooner.
6. **Scale perpetrator accountability** - building inclusive, quality assured interventions with parallel, independent support for survivors.

What success looks like

- More families are safer sooner: earlier help reaches people who need it, particularly those facing intersecting barriers.
- Risk is consistently identified and managed: shared standards, robust supervision and better data drive practice.
- Recovery is real: survivors access mental health, housing and financial support without re-telling their story at every doorway.
- Perpetrators are challenged to stop: quality assured interventions are available across the country, with clear accountability.
- Survivor leadership is routine: AV structures are embedded in commissioning, delivery and governance.
- The workforce is confident and connected: training and communities of practice support colleagues to do their best work and stay well.

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004, and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 2 Trustees, who are remunerated for their services as Trustees and as Pioneers, all Trustees give their time voluntarily and receive no benefits from the charity. The charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note seven of the financial statements.

Governance

Trustees are appointed for a 3-year term that may be renewed for another 3 years, and to a subsequent third term in exceptional circumstances. Trustees are selected based on their skills and experience, and to ensure an appropriate mix of skills and diversity on the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the Chief Executive Officer. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Chief Operating Officer, the Head of Finance, and other senior managers attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of three Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the Executive team and key management personnel by reference to market rates and external benchmarks.

The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel.

Full Trustee Board and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

The average number of employees, on a full-time equivalent basis, for the year has increased from 99 to 102.

Being a well-managed, values-led organisation

- **People and culture:** We developed a new People and Culture strategy, strengthening leadership and line management, investing in wellbeing and learning, and embedding reflective practice. Inclusion is explicit in our values and our anti-racism work continues inside our culture and across our partnerships.
- **Governance:** We thanked Isabel for her stewardship as Chair and welcomed Dame Maria Miller to lead our Board through the next strategic phase.
- **Financial stewardship:** We maintained prudent, sustainable finances while investing in the infrastructure needed to scale impact. We diversified income and developed new services for new markets.
- **Digital and data:** We improved information management, cyber security and insights tools. We progressed the Marac data platform and began development work towards a national DA data dashboard.
- **Brand and communications:** We are in the process of refreshing our brand to reflect who we are today and where we're going - accessible, evidence-led and survivor-centered. Our statements and commentary connect research, voice and practice to the issues of the day.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into nine categories:

- i) people;
- ii) systems;
- iii) partnerships;
- iv) public policy;
- v) finance;
- vi) strategy;
- vii) governance;
- viii) emergency and
- ix) reputation.

The highest risks currently on the Risk Register are staffing and people, public policy, finance and funding, strategy and reputation related. Our staffing and people risks are being addressed by the establishment of Pillars for a new People and Culture Strategy which has involved consultation with staff across all teams. This all-inclusive approach aims to reduce our risk in this area.

We are closely monitoring our future funding and we plan to continue drawing down our unrestricted reserves in 2025/26 down to the lower end of the target range.

This year has seen an increase in our reputational risk and our communications team are working hard to ensure that SafeLives responds sensitively to major announcements and events.

Safeguarding, Serious and Critical Incidents

We continue to take our responsibility to the safety of those who are experiencing / have experienced domestic abuse and our staff, associate team, Pioneers and Trustees seriously. We know that many of us are in both groups. The Safeguarding Committee is made up of a Designated Safeguarding Lead (“DSL”), Ellen Miller CEO, Deputy Designated Safeguarding Lead (“DDSL”) Susie Hay Head of Research and a dedicated team of Safeguarding Champions who have the relevant knowledge, experience, training, and confidence to provide support, advice and guidance to any other staff on an on-going basis and on any specified safeguarding issue as required. Designated Safeguarding Leads and Champions renew their training every two years. All other staff, trustees and pioneers renew their training every three years. The system works effectively, and we report to the Board any issues that have been raised on a quarterly basis.

We have a serious incident policy which sets out the SafeLives emergency response arrangements. This ensures we are prepared for, respond to, and recover from, a serious incident.

We also report on any serious or critical incidents to the Board quarterly and explain what action has been taken to review and learn. There have been three serious incidents referred to the Charity Commission during the last 12 months. The Charity Commission was satisfied with our response to the incidents, and no additional action was required.

5. Financial Review

Overview

This year has seen a movement from the 2023/24 surplus of £1,134k to a deficit of £(673)k. A detailed breakdown and explanation of the financial position is given below.

Income

Total income in the year to June 2025 was £10,629k, representing an increase of £727k or 7.3% on the prior year.

The main year-on-year income changes are as follows:

Income £000's		2024/25	2023/24	Change
Capacity building	Training	2,063	2,428	(365)
	Practice	1,695	1,541	154
	Scotland	474	568	(94)
Innovation	Drive	4,903	2,679	2,224
	Other	205	234	(29)
Research		295	155	140
Influencing		136	90	46
Unrestricted grants & donations		749	1,095	(346)
Restricted grants & donations		-	1,000	(1,000)
Investment income		109	112	(3)
Total income		10,629	9,902	727
Comprising:				
SafeLives income		6,812	8,001	(1,189)
Partner income		3,817	1,901	1,916
Total income		10,629	9,902	727

The fall in SafeLives income, excluding partner income, of £1,189k is predominantly due to the receipt of the NatWest Circle Fund income of £1m in 2023/24.

As well as being the lead partner responsible for the overall delivery of projects, SafeLives acts as the banker for its project partners and receives grant money on behalf of the entire project. This income is then distributed to our partners as the project progresses. Partner income recognised above equals the partner payments detailed in the cost section below. Excluding the payments to our partners, and income and costs on the NatWest Circle survivor fund, the income attributable directly to SafeLives' own work was £6,812k (2024: £8,001k) and the related expenditure was £7,237k (2024: £6,707k).

Capacity Building

Over the last four financial years the Training Team's total income has continued to exceed £2m but has gradually fallen from the 2020/21 high of £2.5m. The fall in training income was expected as delivery of the initial, full training courses have been completed across the country. We have now entered a phase of less intensive refresher training courses with the Training Teams 2025/26 income forecast at £1.7m.

The increase in income towards our Practice team's work of £154k is attributable to the increased funding from the National Lottery Community Fund for the ECHO project. Through this project, we have been working locally and nationally to make sure those with lived experience are shaping the services designed to support them and that survivor voices are at the forefront.

The Scottish Government remain our major funder in Scotland, however, funding from the Scottish Government fell by £81k during 2024/25.

Annual Report and Financial Statements

For the year ended 30 June 2025

Innovation

The funding of our non-Drive, Innovation work reduced due to the end of the Incubator project which finished at the end of June 2024.

The Drive income increase of £2,224k is predominantly due to the increased income for the DAPO (Domestic Abuse Protection Order) project of £1,681k. This project started in April 2024; 2024/25 reflects a full year of operation. 2024/25 also saw the start of the new Drive Roll Out project in April 2025. Income from this project totaled £352k.

Research

Income towards our Research teams' work increased both in terms of fee and grant income by £140k. This includes a £76k increase in our Core grant income from the Home Office to cover new strands of work.

Influencing

The £46k increase in Influencing income is predominantly attributable to a new funded project which started in January 2025 to improve the domestic abuse support and protection available to migrant women across London's health care settings.

Unrestricted grants and donations from philanthropic sources have decreased to £749k.

A fall in interest rates accounted for the decrease in investment income.

Costs

Costs have increased by £2,533k from £8,769k in 2023/24 to £11,302k in 2024/25, as per the table below:

Costs £000's		2024/25	2023/24	Change
Capacity Building	Training	2,052	2,183	(131)
	Practice	1,594	1,346	248
	Scotland	612	540	72
Innovation in Practice	Drive	4,677	2,623	2,054
	Other	467	372	95
Research		211	292	(81)
Influencing		407	338	69
Support		660	593	67
Governance		45	39	6
Cost of raising funds		291	243	48
NatWest Circle Fund		286	200	86
Total Costs		11,302	8,769	2,533
Comprising:				
SafeLives costs		7,237	6,707	530
Partner payments		3,817	1,901	1,916
Survivor grants		248	161	87
Total costs		11,302	8,769	2,533

The decrease in the cost of the Training team reflects the fall in training income in the financial year and a reduction in the associated variable costs.

Annual Report and Financial Statements

For the year ended 30 June 2025

The Practice team's costs have increased by 18% compared to the 10% increase in income. Our reliance on associates increased during this financial year and accounted for the additional costs.

The increase in the Drive costs of £2m is predominantly due to the increased activity in the DAPO (Domestic Abuse Protection Order) project; this accounted for £1,768k of the increase. This project started in April 2024; 2024/25 reflects a full year of operation. 2024/25 also saw the start of the new Drive Roll Out project in April 2025; costs for this project totaled £352k. Partner costs accounted for £3,376k of the £4,677k Drive total costs for 2024/25.

Associate costs for the year remained at a consistent level to 2023/24. Staff costs have increased by £456k – 10%. The increase includes a 3% universal pay award, an increased number of full-time equivalent staff from 99 to 102 and the increase in National Insurance from 1st April 2025. SafeLives continues to closely monitor staffing levels to ensure that it employs the right number of staff, at the correct level, to fulfill the Charity's strategic priorities and project commitments.

Following receipt of the £1m NatWest Circle fund in November 2023, £292k of the fund has been spent this year, split between £248k of grants to services (who in turn make direct grants to survivors) and £44k of costs to administer the funds. The remaining funds will be used on project activity in 2025/26.

Project partner payments, excluding NatWest Circle Fund survivor grants of £248k, were as follows:

Partner costs £000's	2024/25	2023/24	Change
Drive	3,376	1,528	1,848
CADA & ECHO	360	279	81
Other	81	94	(13)
Total	3,817	1,901	1,916

All Natwest Circle Fund survivor grants are to institutions which form a network of frontline services passing on grants to domestic abuse victims. None of the grants made to individual sites during the year exceeded £2k.

Deficit for the year

The deficit for the year of £(673)k, was allocated £(213)k to restricted funds and £(460)k to unrestricted funds. Unrestricted funds, which had been built up in the previous financial years, are now being deliberately drawn down to continue otherwise unfunded work, and to reduce the in-year deficit. The deficit charged to restricted funds is down to the timing of the work being undertaken.

Deficit/surplus £000's	2024/25	2023/24
Unrestricted (incl. designated)	(460)	420
Restricted	(213)	714
Total	(673)	1,134

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects for which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to enable the charity to (a) withstand any short-term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified in the Risk Register, and (c) to cover any unforeseen expenditure.

Total reserves have decreased from last year's £3,584k to stand at £2,911k this year. The main reserve movements are as follows:

Reserves balances £000's	30th June 2025	30th June 2024	Change
Unrestricted funds	2,023	2,482	(459)
Restricted funds: NatWest Circle Fund	512	804	(292)
Restricted funds: Drive	270	143	127
Restricted funds: Other	106	155	(49)
Total restricted funds	888	1,102	(214)
Total funds	2,911	3,584	(673)

Unrestricted reserves have decreased from £2,482k at June 2024 to £2,023k at June 2025; this was part of a planned reduction in the level of reserves held agreed by the Board of Trustees. At 30th June 2025, unrestricted reserves represented 3.93 months of core operating costs (2024: 5.27 months). The Trustees have set a target level of unrestricted reserves to be maintained at a level to cover 3 to 6 months of core operating costs. Core operating costs are defined as total costs excluding (a) grants made from the NatWest Circle fund, (b) payments to project partners from restricted funds and (c) variable costs of paying associates.

The Trustees decided to deliberately draw down unrestricted reserves during 2022/23 and 2023/24 to maintain SafeLives at its size and capacity, and to deliver on the operating plan. The 2023/24 closing unrestricted reserves were higher than anticipated and were carried forward to offset the forecast deficit in 2024/25. The actual deficit in 2024/25 was better than expected.

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have decreased this year to £3,307k (2024: £3,816k). Part of this decrease can be attributed to the decreased balance on the NatWest Circle Fund at 30th June 2025 of £512k (2024: £804K).

Financial Outlook for 2025/26

The Trustees have carefully considered the financial outlook for 2025/26 and beyond. Projections for 2025/26 show an in-year deficit of £539k. This deficit is based on a prudent estimate of both fee income achievable and grant income. Only confirmed grant income has been taken into account.

In 2025/26 we will need to draw on unrestricted reserves to fund operations, as predicted last year. Continued deficits are not sustainable and so a full management review is underway to ensure that we can deliver a breakeven budget in future years.

SafeLives operates a system of careful budget control and reforecasting throughout the financial year. Previous experience confirms that budget expectations are normally exceeded as the year progresses and this is reflected in the quarterly budget reforecasts. 2024/25 was no exception with the predicted deficit for the year being halved but on this occasion the deficit was not turned into a surplus requiring the charity to use reserves to cover the shortfall.

Going Concern

The Trustees have reviewed the Charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

In making this going concern assessment, the Trustees have considered how the Charity's financial and operating model continues to change, as well as looking at the current inflationary and funding pressures faced by the Charity.

The going concern assessment also takes into account the charity's diverse income streams, flexible cost model and lack of any long- term borrowings or similar liabilities.

Best Practice in Fundraising

We strive to be open and transparent in our fundraising approach, and in how we obtain, store, and use donor information, with the consent of the donor. Most of our fundraising is done directly with donors and grantors, but a small proportion comes to us via other sources such as JustGiving.

We have a fundraising complaints procedure which can be found on our website:

<https://safelives.org.uk/about-us/contact-us/feedback-and-complaints/>

No complaints were received in 2024/25.

We strive for best practice in fundraising. None of our fundraising is aimed at potentially vulnerable people. Most of our funds come to us directly from large philanthropic and statutory funders, with a very small proportion coming to us as unsolicited funds, either from individuals directly or via sources such as Just Giving. We are registered with the Fundraising Regulator, complying with its Fundraising Promise:

<https://www.fundraisingregulator.org.uk/code/fundraising-promise>

We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice.

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives for the purposes of company law) are responsible for preparing the Trustees' annual report, including the strategic report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 applicable UK Accounting Standards and statements of recommended practice 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 presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Annual Report and Financial Statements

For the year ended 30 June 2025

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of its winding up. The total number of such guarantees at 30 June 2025 was 8 (2024: 10). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report which includes the strategic report has been approved by the Trustees on xxxx December 2025 and signed on their behalf by

Rt Hon Dame Maria Miller DBE
Chair
9 December 2025

Independent auditor's report

to the members of

SafeLives

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on SafeLives' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditor's report

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Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company

Independent auditor's report

to the members of

SafeLives

or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Independent auditor's report

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SafeLives

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)
16 December 2025
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations	2	748,844	–	748,844	1,095,061	1,000,000	2,095,061
Charitable activities							
Capacity Building	3.1	2,008,183	2,223,976	4,232,159	2,322,620	2,214,213	4,536,833
Innovation in Practice	3.2	113,243	4,994,827	5,108,070	50,761	2,862,522	2,913,283
Research	3.3	95,615	199,149	294,764	69,628	85,692	155,320
Influencing	3.4	21,794	113,742	135,536	150	89,584	89,734
Investments	4	109,317	–	109,317	112,322	–	112,322
Total income		3,096,996	7,531,694	10,628,690	3,650,542	6,252,011	9,902,553
Expenditure on:							
Raising funds	5	308,990	–	308,990	254,916	–	254,916
Charitable activities							
Capacity Building	5	2,441,981	2,267,553	4,709,534	2,349,015	2,191,787	4,540,802
Innovation in Practice	5	445,213	4,872,992	5,318,205	158,222	2,947,006	3,105,228
Research	5	25,832	199,149	224,981	206,497	106,930	313,427
Influencing	5	334,601	113,742	448,343	262,424	89,584	352,008
NatWest Circle Fund	5	–	291,630	291,630	–	202,251	202,251
Total expenditure		3,556,617	7,745,066	11,301,683	3,231,074	5,537,558	8,768,632
Net movement in funds (being net income/(expenditure)for the year)		(459,621)	(213,372)	(672,993)	419,468	714,453	1,133,921
Transfers between funds		–	–	–	–	–	–
Net movement in funds after transfers		(459,621)	(213,372)	(672,993)	419,468	714,453	1,133,921
Reconciliation of funds:							
Total funds brought forward	16	2,482,125	1,101,761	3,583,886	2,062,657	387,308	2,449,965
Total funds carried forward	16	2,022,504	888,389	2,910,893	2,482,125	1,101,761	3,583,886

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

Balance sheet

Company no. 05203237

As at 30 June 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	11		–		–
Current assets:					
Debtors	12	2,459,167		1,564,845	
Short term cash deposits		2,079,109		1,894,109	
Cash at bank and in hand		1,227,899		1,921,932	
		<u>5,766,175</u>		<u>5,380,886</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	2,855,282		1,797,000	
		<u>2,855,282</u>		<u>1,797,000</u>	
Net current assets			<u>2,910,893</u>		<u>3,583,886</u>
Total net assets			<u><u>2,910,893</u></u>		<u><u>3,583,886</u></u>
The funds of the charity:					
Restricted funds	16		888,389		1,101,761
Unrestricted fund	16		2,022,504		2,482,125
			<u>2,910,893</u>		<u>3,583,886</u>
Total charity funds			<u><u>2,910,893</u></u>		<u><u>3,583,886</u></u>

Approved by the trustees on 9 December 2025 and signed on their behalf by

Dame Maria Frances Lewis Miller
Chair of Trustees

Statement of cash flows

For the year ended 30 June 2025

Reconciliation of net income to net cash flow from operating activities

	2025 £	2024 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(672,993)	1,133,921
Interest from investments	(109,317)	(112,322)
Increase in debtors	(894,322)	(328,464)
Increase / (decrease) in creditors	1,058,282	(48,748)
Net cash provided by/(used in) operating activities	(618,350)	644,387
Cash flows from investing activities:		
Interest from investments	109,317	112,322
Net cash provided by investing activities	109,317	112,322
Change in cash and cash equivalents in the year	(509,033)	756,709
Cash and cash equivalents at the beginning of the year	3,816,041	3,059,332
Cash and cash equivalents at the end of the year	3,307,008	3,816,041

Analysis of cash and cash equivalents

	At 1 July 2024	Cash flows	Other changes	At 30 June 2025
Cash at bank and in hand	1,921,932	(694,033)	–	1,227,899
Short term deposits	1,894,109	185,000	–	2,079,109
Total cash and cash equivalents	3,816,041	(509,033)	–	3,307,008

Notes to the financial statements

For the year ended 30 June 2025

1 Accounting policies

a) Statutory information

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees have reviewed the operating and funding environment of the Charity, and have considered the risks faced by the Charity, and have concluded that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to the following main charitable activities: Capacity Building; Innovation in Practice; Research; Influencing; and NatWest Circle Fund.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Notes to the financial statements

For the year ended 30 June 2025

1 Accounting policies (continued)

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

k) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Leasehold improvements Over the minimum lease period

n) Debtors

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

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

o) Cash at bank and in hand

Cash at bank and cash 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. Short term deposits are cash deposits with more than 3 months' maturity.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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.

r) Pensions

The charitable company makes defined contributions to personal pension plans of 2 employees. The charitable company operates a defined contribution pension scheme for its employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The charitable company complies with the current requirements in respect of pensions auto-enrolment.

2 Donations & grants

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Grants receivable:						
Garfield Weston Foundation	150,000	–	150,000	–	–	–
Peter Cundill Foundation	149,990	–	149,990	118,326	–	118,326
Epic Foundation	223,648	–	223,648	459,466	–	459,466
Esmee Fairbairn Foundation	100,000	–	100,000	100,000	–	100,000
Lloyds Bank plc	–	–	–	250,000	–	250,000
NatWest Bank plc	–	–	–	–	1,000,000	1,000,000
Other donations & income	125,206	–	125,206	167,269	–	167,269
	748,844	–	748,844	1,095,061	1,000,000	2,095,061

Notes to the financial statements

For the year ended 30 June 2025

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Training						
Fee income	1,447,734	-	1,447,734	1,704,803	-	1,704,803
Other Training grants	-	615,379	615,379	-	723,233	723,233
Sub-total for Training	1,447,734	615,379	2,063,113	1,704,803	723,233	2,428,036
Practice						
Fee income	429,252	-	429,252	489,151	-	489,151
Home Office – Core Functions grant	-	302,940	302,940	-	303,167	303,167
Home Office – CADA grant	-	498,883	498,883	-	574,297	574,297
National Lottery Community fund – ECHO grant	-	463,877	463,877	-	174,627	174,627
Sub-total for Practice	429,252	1,265,700	1,694,952	489,151	1,052,091	1,541,242
Scotland						
Fee income	131,197	-	131,197	128,666	-	128,666
Scottish Government grants	-	328,624	328,624	-	409,499	409,499
National Lottery Community Fund Scotland	-	14,273	14,273	-	21,390	21,390
Dundee Women's Aid grant	-	-	-	-	8,000	8,000
Sub-total for Scotland	131,197	342,897	474,094	128,666	438,889	567,555
Capacity Building Total	2,008,183	2,223,976	4,232,159	2,322,620	2,214,213	4,536,833

3.2 Innovation in Practice

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Drive						
MOPAC	-	275,004	275,004	-	324,245	324,245
National Lottery Community Fund	-	878,578	878,578	-	605,998	605,998
Funding from Police & Crime Commissioners	-	342,563	342,563	-	490,818	490,818
Funding from grant making trusts	-	125,000	125,000	-	80,000	80,000
Fees charged to local areas	-	140,508	140,508	-	91,326	91,326
Drive Restart (HO/MOPAC funded)	-	753,911	753,911	-	892,111	892,111
Drive Restart (Foundations funded)	-	189,543	189,543	-	29,760	29,760
The Home Office – Drive National Rollout	-	352,072	352,072	-	-	-
The Home Office – DAPO project	-	1,845,923	1,845,923	-	164,751	164,751
Sub-total for Drive	-	4,903,102	4,903,102	-	2,679,009	2,679,009
Incubator team – Aurum Trust grant	-	-	-	-	50,000	50,000
Grant for work with Greater Manchester Combined Authority	-	-	-	-	23,230	23,230
Other grants and donations/fees re Innovation work	113,243	3,531	116,774	49,777	-	49,777
Safe Young Lives – Other grants & fees	-	88,194	88,194	984	110,283	111,267
Innovation in Practice Total	113,243	4,994,827	5,108,070	50,761	2,862,522	2,913,283

Notes to the financial statements

For the year ended 30 June 2025

3.3 Research						
	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Fee income	95,615	-	95,615	69,628	-	69,628
Home Office – Core Functions grant	-	76,015	76,015	-	75,792	75,792
Home Office – Evolution of Risk	-	45,954	45,954	-	-	-
Home Office – Digital Dashboard	-	14,438	14,438	-	-	-
Home Office – Platform Phase II	-	15,566	15,566	-	-	-
Queen Anne's Gate	-	18,075	18,075	-	-	-
Nuffield Foundation	-	29,101	29,101	-	-	-
Other grants for Research team	-	-	-	-	9,900	9,900
Research Total	95,615	199,149	294,764	69,628	85,692	155,320
3.4 Influencing						
	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Grants and fees re public affairs & comms work	21,794	98,117	119,911	150	58,334	58,484
Donation re public affairs work	-	15,625	15,625	-	31,250	31,250
Influencing Total	21,794	113,742	135,536	150	89,584	89,734
4 Income from investments						
	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Bank interest	109,317	-	109,317	112,322	-	112,322
	109,317	-	109,317	112,322	-	112,322

Notes to the financial statements

For the year ended 30 June 2025

5 Analysis of expenditure

2025	Expenditure					Charged to		
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Restricted Income	Total Income
	£	£	£	£	£	£	£	£
Costs of raising funds	290,851	–	–	18,139	308,990	308,990	–	308,990
Charitable Activities								
Capacity Building								
Training	2,032,820	19,434	–	291,480	2,343,734	1,750,917	592,817	2,343,734
Practice	1,234,283	359,920	–	90,751	1,684,954	372,314	1,312,640	1,684,954
Scotland	579,577	32,102	–	69,167	680,846	318,750	362,096	680,846
	3,846,680	411,456	–	451,398	4,709,534	2,441,981	2,267,553	4,709,534
Innovation in Practice								
Drive	1,300,869	3,375,908	–	99,191	4,775,968	–	4,775,968	4,775,968
Innovation	356,304	–	–	61,921	418,225	414,694	3,531	418,225
Safe Young Lives	110,311	–	–	13,701	124,012	30,519	93,493	124,012
	1,767,484	3,375,908	–	174,813	5,318,205	445,213	4,872,992	5,318,205
Research	211,408	–	–	13,573	224,981	25,832	199,149	224,981
Influencing	377,499	29,370	–	41,474	448,343	334,601	113,742	448,343
NatWest Circle Fund	38,496	248,000	–	5,134	291,630	–	291,630	291,630
Total expenditure 2025	6,532,418	4,064,734	–	704,531	11,301,683	3,556,617	7,745,066	11,301,683

Notes to the financial statements

For the year ended 30 June 2025

5 Analysis of expenditure (continued)

2024	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Charged to		
						Unrestricted Income	Restricted Income	Total Income
	£	£	£	£	£	£	£	£
Costs of raising funds	242,974	–	–	11,942	254,916	254,916	–	254,916
Charitable Activities								
Capacity Building								
Training	2,164,360	18,976	–	339,796	2,523,132	1,781,571	741,561	2,523,132
Practice	1,066,757	279,241	–	98,036	1,444,034	427,872	1,016,162	1,444,034
Scotland	472,393	68,397	–	32,846	573,636	139,572	434,064	573,636
	3,703,510	366,614	–	470,678	4,540,802	2,349,015	2,191,787	4,540,802
Innovation in Practice								
Drive	1,094,306	1,528,310	–	82,340	2,704,956	–	2,704,956	2,704,956
Other innovation projects	209,331	–	–	17,902	227,233	145,409	81,824	227,233
Safe Young Lives	156,584	6,000	–	10,455	173,039	12,813	160,226	173,039
	1,460,221	1,534,310	–	110,697	3,105,228	158,222	2,947,006	3,105,228
Research	291,966	–	–	21,461	313,427	206,497	106,930	313,427
Influencing	338,491	–	–	13,517	352,008	262,424	89,584	352,008
NatWest Circle Fund	38,442	161,324	–	2,485	202,251	–	202,251	202,251
Total expenditure 2024	6,075,604	2,062,248	–	630,780	8,768,632	3,231,074	5,537,558	8,768,632

Support and governance costs

	2025 Support	2025 Governance	2025 Support & governance	2024 Support	2024 Governance	2024 Support & governance
	£	£	£	£	£	£
Direct Staff Costs	494,882	15,189	510,071	439,632	13,123	452,755
Delivery Costs	36,021	8,522	44,543	35,560	6,354	41,914
IT Costs	105,865	–	105,865	101,562	–	101,562
Office Costs	23,098	–	23,098	14,474	–	14,474
Other Costs	–	20,954	20,954	–	20,075	20,075
	659,866	44,665	704,531	591,228	39,552	630,780

Notes to the financial statements

For the year ended 30 June 2025

6 Net income / (expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Operating lease rentals:		
Property – lease	40,958	40,958
Other	1,724	1,724
Auditors' remuneration (excluding VAT):		
Audit – current year	17,600	16,800

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	4,240,704	3,889,599
Redundancy and termination costs	1,152	–
Social security costs	468,111	398,986
Employer's contribution to defined contribution pension schemes	280,379	245,792
	4,990,346	4,534,377
Costs related to self employed associates	1,010,950	1,009,120
	6,001,296	5,543,497

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2025 No.	2024 No.
£60,000 – £69,999	4	1
£70,000 – £79,999	–	1
£80,000 – £89,999	1	1
£90,000 – £99,999	1	1
£100,000 – £109,999	1	–

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £436,016 in respect of 6 employees (2024: £429,582 in respect of 7 employees).

Two Trustees, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustees. Ursula Lindenberg received £773 remuneration for services provided as a Trustee (2024: £660), and Shana Begum received £1,594 remuneration for services provided as a Trustee (2024: £949). The same Trustees also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Ursula Lindenberg received £11,156 for fees and expenses as a Pioneer (2024: £894), and Shana Begum received £5,774 for fees and expenses as a Pioneer (2024: £6,789).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £3,604 (2024: £2,723) incurred by 8 (2024: 9) members relating to attendance at meetings of the trustees.

Pensions

	2025 £	2024 £
Pension amounts outstanding at 30th June	32,919	27,640

Notes to the financial statements

For the year ended 30 June 2025

8 Staff numbers

The average number of employees (based on headcount) during the year was 114 (2024: 112).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2025 No.	2024 No.
Fundraising	5	4
Capacity building	40	45
Innovation in practice	22	22
Research	11	8
Influencing	6	5
Support	18	15
	102	99

9 Related party transactions

As noted in note 7 above, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustee. Ursula Lindenberg and Shana Begum also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

During the course of the year £50,000 was paid to the University of Bristol for evaluation services as a partner in the Drive Project. Isabel Boyer's husband Mr J Boyer is the Chair of the Board of Trustees of the University of Bristol. Isabel Boyer was the Chair of the Board of Trustees up until the 24th June 2025. Neither Isabel nor her husband have any involvement the financial decision making process of the project.

During the course of the year £48,580 was received from Hertfordshire County Council in respect of fee income and for the provision of independent facilitation of the domestic abuse co-production panel and 'experts by experience' network, for victims and survivors of domestic abuse in Hertfordshire. Tim Symington's wife, Mrs S Symington, became the Deputy Leader of Hertfordshire County Council on 1st May 2025. Neither Tim nor his wife have any involvement in the financial decision making process for the project.

There were no amounts owing to or from any related party as at 30 June 2025 (2024: none).

The total amount of donations received without conditions attached from related parties was £10,000 (2024: £10,000).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	-	-
At the end of the year	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	-	-
At the end of the year	36,237	36,237
Net book value		
At the end of the year	-	-
At the start of the year	-	-

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 June 2025

12 Debtors

	2025 £	2024 £
Trade debtors	512,155	483,355
Other debtors	17,639	16,018
Prepayments	120,425	191,684
Accrued income	1,808,948	873,788
	2,459,167	1,564,845

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	487,728	455,918
Taxation and social security	149,369	131,297
Other creditors	38,779	37,936
Accruals	1,338,433	369,065
Deferred income (note 14)	838,973	802,784
Bad Debt Provision	2,000	-
	2,855,282	1,797,000

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2025 £	2024 £
Balance at the beginning of the year	802,784	839,404
Amount released to income in the year	(802,784)	(839,404)
Amount deferred in the year	838,973	802,784
Balance at the end of the year	838,973	802,784

Deferred income is in respect of the following:

	2025 £	2024 £
Fee income (Training, Insights and Consultancy)	463,430	326,246
Other projects (grants)	375,543	476,538
	838,973	802,784

15a Analysis of net assets between funds (current year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	-	-	-
Net current assets	2,022,504	888,389	2,910,893
Net assets at 30 June 2025	2,022,504	888,389	2,910,893

15b Analysis of net assets between funds (prior year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	-	-	-
Net current assets	2,482,125	1,101,761	3,583,886
Net assets at 30 June 2024	2,482,125	1,101,761	3,583,886

Notes to the financial statements

For the year ended 30 June 2025

16a Movements in funds (current year)

	At 1 July 2024 £	Income £	Expenditure £	Transfers £	At 30 June 2025 £
Restricted funds:					
Capacity Building					
Training					
Training grants	26,874	615,379	592,817	-	49,436
Practice					
Core Functions grant	-	302,940	302,940	-	-
CADA grant	46,939	498,883	545,822	-	-
ECHO grant	-	463,877	463,877	-	-
Scotland					
National Lottery Community Fund Scotland	-	14,273	14,273	-	-
Dundee Women's Aid grant	8,000	-	1,000	-	7,000
Scottish government grants	64,886	328,624	346,824	-	46,686
Capacity Building Total	146,699	2,223,976	2,267,553	-	103,122
Innovation in Practice					
Drive	142,927	4,903,102	4,775,968	-	270,061
Other grants and donations re Innovation work	-	3,531	3,531	-	-
Safe Young Lives – Other grants	8,024	88,194	93,493	-	2,725
Innovation in Practice total	150,951	4,994,827	4,872,992	-	272,786
Research					
Home Office – Core Functions grant	-	76,015	76,015	-	-
Home Office – Evolution of Risk	-	45,954	45,954	-	-
Home Office – Digital Dashboard	-	14,438	14,438	-	-
Home Office – Platform Phase II	-	15,566	15,566	-	-
Queen Anne's Gate	-	18,075	18,075	-	-
Nuffield Foundation	-	29,101	29,101	-	-
Research total	-	199,149	199,149	-	-
Influencing					
Grants & donations	-	113,742	113,742	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	804,111	-	291,630	-	512,481
Total restricted funds	1,101,761	7,531,694	7,745,066	-	888,389
General/unrestricted funds	2,482,125	3,096,996	3,556,617	-	2,022,504
Total funds	3,583,886	10,628,690	11,301,683	-	2,910,893

Notes to the financial statements

For the year ended 30 June 2025

16b Movements in funds (prior year)

	At 1 July 2023 £	Income £	Expenditure £	Transfers £	At 30 June 2024 £
Restricted funds					
Capacity Building					
Training					
Training grants	45,202	723,233	741,561	-	26,874
Practice and Consultancy					
Core Functions	-	303,167	303,167	-	-
CADA grant	11,010	574,297	538,368	-	46,939
ECHO grant	-	174,627	174,627	-	-
Scotland					
National Lottery Community Fund Scotland	1,040	21,390	22,430	-	-
Dundee Women's Aid grant	-	8,000	-	-	8,000
Scottish Government grants	67,021	409,499	411,634	-	64,886
Capacity Building Total	124,273	2,214,213	2,191,787	-	146,699
Innovation in Practice					
Drive	168,874	2,679,009	2,704,956	-	142,927
Incubator team – Aurum Trust grant	-	50,000	50,000	-	-
Greater Manchester Combined Authority grant	6,240	23,230	29,470	-	-
Other grants and donations re Innovation work	2,354	-	2,354	-	-
Safe Young Lives – Lloyds Bank Group grant	29,775	-	29,775	-	-
Safe Young Lives – Other grants	28,192	110,283	130,451	-	8,024
Innovation in Practice total	235,435	2,862,522	2,947,006	-	150,951
Research					
Core Functions	20,000	75,792	95,792	-	-
Other grants	1,238	9,900	11,138	-	-
Research total	21,238	85,692	106,930	-	-
Influencing					
Grants & donations	-	89,584	89,584	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	6,362	1,000,000	202,251	-	804,111
Total restricted funds	387,308	6,252,011	5,537,558	-	1,101,761
General/unrestricted funds	2,062,657	3,650,542	3,231,074	-	2,482,125
Total funds	2,449,965	9,902,553	8,768,632	-	3,583,886

Notes to the financial statements

For the year ended 30 June 2025

16 Movements in funds (continued)**Purposes of principal restricted funds****Capacity Building****Training bursaries & grants**

Grants have been received from the Welsh Government, the Army Benevolent Fund, the Institute for Fatal Strangulation and the Ministry of Justice to develop and deliver various training courses.

Practice

The Practice team provides support and resources to help Maracs and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Practice team's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

The Practice team this year has been awarded an extension to its grant from the Home Office to work in two areas looking into all of the issues faced by Children Affected by Domestic Abuse ("CADA").

The Practice team have been awarded a grant for our Echo programme. Through this programme, we have been working locally and nationally to make sure those with lived experience are shaping the services designed to support them and that survivor voices are at the forefront.

Scottish grants

The Scottish Government continues to provide grants to support most aspects of our work in Scotland. The National Lottery in Scotland is supporting us on authentic voice work in Scotland.

Innovation in Practice**Drive**

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas. The Drive project includes the DAPO (Domestic Abuse Protection Order) project and the new Drive Roll Out project.

Safe Young Lives

Funding has been awarded from grant making trusts to help us research the issues around young people and domestic abuse – and in response to those insights, to formulate ideas and policies to address the issues identified.

Research

A significant part of the Research team's general work is funded from the Home Office "Core Functions" grant. This grant is supplemented by other restricted fee income and grant income in respect of specific research projects, which are commissioned by partners from time to time.

Influencing

The Public Affairs team's work on influencing and shaping policy in our sector is funded by grants and a recurring donation.

NatWest Bank PLC Survivor fund

In November 2023, NatWest Bank PLC granted us a further £1m to be used over the next 3 years in making sub-grants to frontline services, who in turn would use the funds to provide direct financial assistance to the victims of domestic abuse and their families.

17 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property 2025 £	2024 £	Other 2025 £	2024 £
Less than one year	42,504	42,504	1,857	1,858
One to five years	3,542	46,046	155	2,012
	46,046	88,550	2,012	3,870

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

SAFELIVES

England & Wales - Charity number 1106864

Accounts

Company number:	05203237
Charity number:	1106864
Scottish charity ref:	SCO48291

SafeLives

Report and financial statements
For the year ended 30 June 2024

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For the year ended 30 June 2024

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Reference and administrative information

For the year ended 30 June 2024

Company number	05203237
Countries of incorporation	England and Wales
Charity number	1106864
Scottish charity reference	SCO48291
Countries of registration	England, Wales, and Scotland

Registered office and operational address	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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Patron	HM The Queen
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Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
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Isabel Boyer	(Chair)
Alexandra Butler	(Vice Chair)
Shana Begum	
Zoe Billingham	
Liz Hughes	
Ursula Lindenberg	
Tim Symington	
Rebecca Spencer	(Resigned 11/06/2024)
Takki Sulaiman	(Resigned 11/06/2024)
Eva Bari	(Resigned 17/09/2024)
Patrick Mitchell	(Appointed 17/09/2024)
Emily Hawkins-Longley	(Appointed 17/09/2024)
Rebecca Lury	(Appointed 17/09/2024)

Key management personnel	Suzanne Jacob	Chief Executive
	Ellen Miller	Chief Executive
	Jo Silver	Director of Quality and Innovation
	Liz Thompson	Director of External Relations
	Jo Gordon	Chief Operating Officer
	Dawn Codrington	Director of People and Culture
	Emma Robinson	Director of Quality and Innovation

Reference and administrative information

For the year ended 30 June 2024

Bankers	NatWest Bank PLC South West RCSC 740 Waterside Drive Aztec West Bristol BS99 5BD
Solicitors	Ramsay Paterson Lynwood Newland Garden Sherborne, Dorset DT9 3AF Anthony Collins Solicitors LLP 134 Edmond Street Birmingham B3 2ES
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor 110 Golden Lane London EC1Y 0TG

Trustees' annual report

For the year ended 30 June 2024

The Trustees present their report and the audited financial statements for the year ended 30 June 2024. This report also incorporates the strategic report disclosure requirements. This has been another very important year for SafeLives, as we have continued to develop and deliver existing and new work in line with our Strategy "The Whole Picture." Our thanks go to all our staff, Trustees, Pioneers, Authentic Voice Panel, associates, funders, supporters and partners for another successful year of strong impact.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. The Trustees' Annual Report includes a directors' report as required by company law.

1. Objectives and activities

The objects for which the charity is established are to advance, for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies, and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the progress of the activities that underpin each strategic priority and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

SafeLives is the UK charity dedicated to ending domestic abuse, for everyone, for good. We believe that domestic abuse is preventable, not inevitable, and that everyone has the right to live in safety, free from fear.

Our work is built on a comprehensive understanding of the whole family. We focus on providing the right help at the right time, ensuring that survivors, children, and those at risk are supported in a way that meets their unique needs. We also challenge perpetrators to change, asking the critical question, "Why doesn't he stop?" instead of "Why doesn't she leave?" This approach applies to all victims and perpetrators, regardless of gender or the nature of their relationship.

Over the last two decades we have combined survivor voice, evidence and best practice to make a real difference to families across the UK.

Survivor voice is at the heart and start of what we do and is the driving force behind how we deliver our work. SafeLives' Pioneers, Changemakers and our Authentic Voice Panel in Scotland actively contribute to the design of our programmes, training, and policy recommendations and we reach thousands of survivors each year through our work on the ground. By involving survivors from the outset and throughout, we foster a collaborative environment where those with lived experience are empowered to shape the systems intended to protect them. This approach ensures that we meet their needs in a way that is trauma-informed

Trustees' annual report

For the year ended 30 June 2024

and truly reflective of their experiences.

Our commitment to making a meaningful impact is grounded in robust, evidence-based practice. Every programme, resource or intervention we design is informed by comprehensive research and data. By continuously gathering insights from our national and local datasets - the largest in the UK - we can identify trends, gaps, and emerging issues within the domestic abuse landscape. This allows us to adapt and improve our approaches, championing what works to prevent abuse, stop it from recurring and safeguard individuals and families from harm. This includes working with local systems and training professionals to review and transform the support they provide.

We also place a strong emphasis on innovation. By breaking new ground in our understanding of domestic abuse, we develop solutions that challenge dated methods and introduce fresh perspectives, focusing on prevention and recovery as much as the response. We collaborate with survivors, frontline professionals, and partner organisations to ensure that our findings translate into real improvements on the ground, making families safer, sooner.

At the core of our work has been our **Whole Picture Strategy**, designed to address the entire spectrum of domestic abuse. It focuses on early intervention, systemic change, and the inclusion of all family members in our efforts to prevent and respond to abuse.

1. **Acting before harm occurs:** We work to prevent abuse by identifying early warning signs and intervening before harm escalates.
2. **Stopping harmful behaviour:** Through programmes like Drive, we challenge perpetrators to change their behaviour, ensuring that abusive cycles are broken.
3. **Increasing safety for those at risk:** By working with professionals across sectors, we ensure that survivors receive the support they need to stay safe.
4. **Supporting recovery:** We help survivors rebuild their lives after abuse, providing them with the tools and resources they need to live free from fear.

2. Achievements & Performance

This year has been one of significant challenges and change for domestic abuse survivors and the sector. The ongoing impact of the Covid-19 pandemic, combined with the economic downturn and rising cost of living, has exacerbated the challenges faced by survivors and services alike. Access to housing, legal support, and financial resources has been stretched to its limits, with long delays in family courts creating additional barriers for survivors seeking justice.

It has been a year of significant change for SafeLives, we said goodbye to Suzanne Jacob OBE, who led the organisation from 2017-2024, and welcomed Ellen Miller as our new Chief Executive Officer, the third in SafeLives' history. Ellen brings a wealth of experience in leading charities that support vulnerable individuals, and her appointment comes at a critical moment for the organisation. Under her leadership, SafeLives will continue its mission to drive systemic change, empowering survivors and ensuring that the voices of those affected by domestic abuse are at the forefront of national discussions.

Amidst this shifting landscape, internally and externally, SafeLives has continued to play a pivotal role in shaping policy and advocating for legislative reform.

One of the key legislative developments this year was the passage of the **Victims and Prisoners Bill**, which introduced enhanced provisions for supporting domestic abuse survivors. However, there is still much more to do to ensure all victims of domestic abuse can access the support they need to become safe and to recover. We are eager to see the vital role of the IDVA (Independent Domestic Violence Advisor) and ISVA (Independent Sexual Violence Advisor) properly recognised in accompanying statutory guidance.

We look forward to working with the new Government to ensure victims who remain in the home, victims with protected characteristics, victims with insecure immigration status – each and every survivor – has access to dedicated support to help them reach safety, recover and rebuild.

Our Priorities in 2023/24

This year, we have focused on five key priorities to deliver our strategy:

1. **Developing and delivering models of multi-agency work** to improve the way domestic abuse is understood, prevented and tackled at a local level; grounded in the voices of survivors and backed by good quality data/evidence. We have worked throughout the year to strengthen multi-agency working and partnerships across sectors; ensuring that understanding, prevention, intervention and responses to domestic abuse are coordinated and effective.
2. **Increasing the capability of frontline professionals through training, quality frameworks and improving relationships:** We have trained more than 11,000 professionals this year, including frontline staff, police officers, IDVAs and legal professionals and now have 57 accredited Leading Lights services. Our Domestic Abuse Matters programme continues to go from strength to strength. Since 2015, SafeLives have worked with 37 police forces to adopt DA Matters and we have trained more than 60,000 officers.

And we are proud to have delivered the first Domestic Abuse Court Advocacy accreditation programme in Scotland this year.

3. **Making sure survivor voice is integral in how domestic abuse is understood and responded to:** Survivor voice is at the heart of our work. We are committed to ensuring the voices of adult and child survivors are woven into the fabric of how domestic abuse is understood and responded to. Through projects, such as our Echo programme and Family Voices, we have been working locally and nationally to make sure those with lived experience are shaping the services designed to support them.
4. **Speaking out for better legislation, regulation and enforcement of victims' rights and the development of an effective whole picture response:** SafeLives has played a key role in advocating for stronger legal protections for victims of domestic abuse and the development of an effective whole picture response. We have worked closely with government departments on the development of the Domestic Abuse Protection Order (DAPO) pilots and provided critical insights into the new Victims and Prisoners Act.
5. **Ensuring we are an effective and well-managed organisation, to support delivery of these workstreams:** As we look to the future, we remain committed to ensuring the sustainability of our organisation through effective management of our finances and our other resources. A key part of this commitment has been working with our entire team on Equity, Equality, Diversity, and Inclusion (EEDI), as we develop and implement our new people and anti-racism strategies.

Strategic Priority 1: Acting before someone is harmed or harms others: *We work to prevent abuse by identifying early warning signs and intervening before harm escalates.*

Safe Young Lives is our UK-wide programme working to prevent young people from being harmed – or harming – through domestic abuse. The young people that we have worked with over the last few years have had a profound effect on SafeLives and we have made a commitment to keep amplifying their voices.

Our focus this year has turned to sharing what we have learned to support multi-agency working, particularly by building awareness of domestic abuse and referral pathways in professionals working directly with children and young people, in schools, youth settings, the care sector, family courts and in adolescent mental health.

- **The Power of Young People's Authentic Voice: expanding Safe Young Lives (SYL)**

Our transformative 'Safe Young Lives' projects have generated vital new learning and have helped us integrate a specific youth-work model into our wider Authentic Voice (AV) work and enabled us to support our growing group of Changemakers; young people who work alongside us to end abuse.

Our Changemakers have reshaped how we engage with and include young people's voices.

We recognise the importance of a relationship-led, person-centred model, and have integrated youth work principles into our approach, ensuring we are managing expectations carefully and working at a pace that respects their commitments and boundaries.

All our work with young people is supervised by skilled staff, and in late 2022, we recruited a Young People's Authentic Voice Coordinator to lead this.

- **Verge of Harming: phase two**

One of our key projects this year has been Verge of Harming - a research project exploring why young people begin to use abusive behaviours in their relationships and what interventions are effective in stopping abusive behaviour once it starts.

Building on the 'Early Intervention Support Model', developed in an earlier phase, we are taking this model and progressing it into a best practice, evidence-based framework to assist practitioners. Funded by Rayne Foundation and Queen Anne's Gate, this project involves working with five frontline sites across the UK who have an active support offer for young people who harm.

- **If I were a "stat" – exploring young Black girls' experiences of domestic abuse**

We have worked with specialist service, Bambuuu, which focuses on supporting young Black women in Nottingham to support the launch of a co-created video that outlines challenges and solutions in supporting Black girls affected by DA. This draws on an original idea from our Incubator lead, which uses statistics about domestic abuse in the Black community and the barriers to seeking help.

The collaboration aims to provide a deeper understanding of the intersectional issues that young Black girls face when it comes to domestic abuse, including racial and gender-specific dynamics. Our work with Bambuuu reflects our ongoing commitment to ensuring that services are responsive to the diverse needs of all survivors, and we aim to expand our partnership-working with specialist services, as part of our broader strategy for inclusive, community-driven responses to domestic abuse.

- **Adolescent domestic abuse**

We are also partnering with City of London University, looking at young people's experiences of toxic relationships and working with sector colleagues including Refuge, Victim Support, Rape Crisis, Respect and WAFE to influence this research. The project is delivering online workshops with young adults aged 18-24 who experienced a toxic, unhealthy or abusive relationship when they were 13 -16 years.

- **Your Best Friend onward grants**

As part of our powerful Your Best Friend programme, which aimed to give girls, young women, and non-binary young people the tools to identify potential abuse in intimate relationships, we distributed £300k in onward grants to 38 organisations. We followed up with the grantees six months later and were delighted to see the impact.

The grantees delivered almost 700 sessions with young people. They worked with 157 other organisations and shared the co-created Your Best Friend resources and the materials their own young people had created with hundreds of thousands of others online.

They told us the funding helped them empower young people to engage in social action around toxic or unhealthy relationships. They noted improved awareness and identification of unhealthy relationships, as well as young people building their own confidence and engaging in peer support, using their knowledge to have conversations with others and forming friendship groups within the programmes.

The Your Best Friend #FriendsCanTell resources continue to be shared widely and we're proud to have seeded so many new resources and conversations.

Strategic Priority 2 - Stopping harmful behaviour: *Through programmes like Drive, we challenge perpetrators to change their behaviour, ensuring that abusive cycles are broken.*

- **Transforming Responses to Perpetrators of Domestic Abuse**

We continue to play a pivotal role in challenging high-harm, high-risk perpetrators of domestic abuse through our flagship Drive partnership programme with Respect and Social Finance.

In 2023/24, Drive has supported around 1,000 service users, bringing its total reach to 5,400 perpetrators, who had been harming close to 17,000 adults and children. The Drive intervention has reached 14 areas across England and Wales to date and a recent evaluation of its impact by the University of Suffolk found real evidence of national and local change.

We were also proud to expand Drive's Restart programme which worked this year (2023/24) with more than 100 perpetrators and close to 300 adult and child victim-survivors.

Developed in collaboration with MOPAC, The Drive Partnership, Cranstoun and DAHA, Restart was initially introduced as a response to the pandemic in 2020. The programme enables families to remain safe in their homes by creating a new perpetrator housing pathway - a vital shift that has changed systems and thinking across Local Authority Housing teams.

Since its inception, Restart has delivered substantial training, equipping 400 social workers and 500 multi-agency professionals within 5 Local Authorities' Children and Social Care teams with the tools they need to respond effectively. We are also preparing for Restart's expansion into a sixth London borough, supported by Foundations (What Works Centre for Children and Families) who are evaluating the initiative.

We have also secured funding so that Drive operates right across London; and have worked to build cultural competence in responding to perpetrators through a co-created toolkit designed to guide practice in areas such as immigration, familial abuse, interpreter abuse and spiritual abuse. Two co-design groups, drawn from survivors, and by and for specialist services are also creating new, culturally specific interventions within Drive for LGBT+ and racially minoritized communities.

We are working on a refreshed new Call for Action on perpetrators, following the success of the original Call in 2021, which has since helped secure Government investment of £75m in perpetrators services across England and Wales through 2022-25 and increased the confidence of commissioners and policymakers to support work with perpetrators. At a local level, we have also seen success in increasing the confidence in working with perpetrators across frontline teams, through Drive itself and our SafeLives' 'Engaging with Those That Harm' training - with 350+ people trained to date.

The Drive Partnership's plan for 2023-2026 builds on seven years of learning, responding opportunities and challenges, by piloting new flexible responses which cater to community needs in collaboration with by and for services, expanding workforce capacity and capability across sectors, growing the Action on Perpetrators network and enabling scrutiny of the Government's Pursuing Perpetrators pillar in the DA Plan.

By 2026, our goal is to see a consistent approach across local areas and agencies in England and Wales, working together—supported by national leadership—to disrupt domestic abuse, change perpetrator behaviour, and improve safety for adult and child survivors, including those from underserved communities.

- **Strengthening Legal Protections with Domestic Abuse Protection Orders (DAPOs)**

We are pleased to have played a vital role in the development and implementation of Domestic Abuse Protection Orders through our Drive partnership programme. These orders are a vital step in enhancing the legal tools available to protect survivors of domestic abuse and are part of a new framework designed to consolidate and strengthen existing protections for victims. The aim is a more flexible and effective response by allowing courts to impose restrictions on perpetrators, including banning contact with the victim and requiring them to attend behaviour-change programmes to secure immediate safety for the victim and long-term change in the perpetrator, addressing the root cause of abuse.

First announced in the Domestic Abuse Act, these pilots are being rolled out in several areas across England and Wales and Drive has been commissioned in autumn 2023 to devise and implement the pilots. We hope they can be a significant step forward in providing stronger, more consistent protection for survivors across the UK.

Strategic priority 3 - Increasing safety for those at risk: *By working with professionals across sectors, we ensure that survivors receive the support they need to stay safe.*

We can only end domestic abuse if we look at the whole picture for the whole family. A huge part of our work is focused on supporting local strategic and operational leaders and frontline practitioners to drive systemic change. This means working with local areas to develop an understanding of organisational cultures, contexts and connections and to review the local system which respond to adult and child victims and survivors.

We assess the local landscape, consulting with service users and providers to understand opportunities, strengths and gaps, then co-create solutions and make recommendations for improvements, taking a public health approach to addressing domestic abuse. We also focus on workforce development, growing the capabilities of those responding to victims and perpetrators.

- **Taking a public health approach to working with the whole family:**

Our public health approach in local areas is already driving change. We support local systems to enhance their ability to recognise early warning signs of abuse and provide timely interventions. Our team have worked with over fifty local areas across England and Wales to date, including eleven areas in 2023/24.

Like public health strategies for disease prevention, we emphasise prevention, early intervention, and community-wide solutions to address the root causes and risk factors of domestic abuse. By addressing these factors early on, we aim to break the cycle of abuse and stop harm before it occurs.

We are seeing lots of similar challenges across the country, particularly lack of provision for children and perpetrators not being held to account. However, as a result of this work, we are also seeing local areas prioritising a holistic approach, gaining a better understanding of gaps around multi-agency working, specialist service provision and levels of awareness around domestic abuse and improving engagement with survivors to drive change. Areas are able to work more cost effectively, making better use of the resources they have, and showing a strong return on investment.

- **Reviewing the approach to risk identification and assessment**

Effective identification of the risks and needs for each survivor and appropriate referral to support are cornerstones of a good response, which ensures everyone gets the right help at the right time. Key elements of this are the DASH risk assessment tool, independent advocacy support and the Multi-Agency Risk Assessment Conference process (MARACs), bringing together statutory and voluntary agencies to share critical information and create coordinated safety plans. 2024 marks two decades since we initiated the wider adoption of this framework; from a handful of MARACs, there are now around 290 operating across the UK.

This year, we introduced a new MARAC data platform that improves upload and access to case

information. The platform, welcomed by MARAC chairs and coordinators, generates useful dashboards and comparison charts, streamlining the data-sharing process and improving the speed and accuracy of multi-agency responses.

And in a major milestone for MARAC development in Scotland, all 32 local authorities across Scotland now have a MARAC in place. To ensure consistency in how they operate, the Scottish Government are now exploring the possibility of putting MARACs in Scotland – supported by the Scottish IDVA equivalent, the Independent Domestic Abuse Advocate (IDAA) - on a statutory footing. This is an exciting development as we continue conversations with the Westminster Government about the future of this element of the response.

The latest MARAC data paints a challenging picture. Since lockdown cases have continued to rise, and cases are at an all-time high. June 2024 data from 282 MARACs shows 128,000 cases, involving 160,000 children, an increase of almost 6% over the previous year.

We know the model needs to evolve, not least to acknowledge much higher levels of risk being held in the system. We want to see a thoughtful rethinking of the DASH/IDVA/MARAC approach to ensure it responds to current needs. We are drawing on what we have learnt from the MARAC Development Programme we are running for the Scottish Government and our current review of the high-risk response in London to determine our recommendations for change to Mayor's Office for Policing and Crime (MOPAC) to help shape our future thinking and the influencing work needed to make a case for change and a funding ask alongside that.

- **Championing the role of the IDVA**

The role of the Independent Domestic Violence Advisor (IDVA) is a founding part of our work. These professionals are not only specialists in domestic abuse and trauma recovery, but also skilled advocates who work closely with multi-agency partners to ensure the voices of survivors are heard within complex legal and support systems.

To date we have trained more than 4,000 IDVAs and are proud to be supported by the Ministry of Justice over the last two years to provide bursaries and reduced cost training for more than 700+ IDVA and 50+ service managers, with particular focus on reaching those working in small, specialist organisations and organisations run 'by and for' marginalised victims of domestic abuse.

The recent Victims and Prisoners Act highlighted the importance of IDVAs. During consultation on the Bill, survivors consistently ranked IDVAs and Independent Sexual Violence Advisors (ISVAs) as the most valuable forms of support. We will continue to push to ensure that the critical contributions of IDVAs are fully recognised in law and supporting statutory guidance.

- **Ensuring children are recognised as victims and get the support they need**

We have secured major funding from the Home Office's Children Affected by Domestic Abuse fund, to develop and adapt three of our evidence-based interventions for children and young people, ensuring they are effective for racially minoritised communities. In partnership with the Panah Project and Ashiana, we have been co-creating these interventions in Bolton and Sheffield; identifying gaps and tailoring resources, training and support to meet the unique needs of racially minoritized children and families.

Feedback from services and survivors has been overwhelmingly positive. Survivors have reported increases in self-esteem, confidence, and empowerment, with many using words like 'thrilling,' 'motivating,' 'empowering,' and 'liberating' to describe the experience.

We are advocating for a major national training programme for Children's Social Care (CSC) and early help teams, which would mirror the success of our 'DA Matters' programme for police teams and create a more informed, responsive system.

Trustees' annual report

For the year ended 30 June 2024

- **Survivor-led transformation across the UK: Echo and Family Voices**

We want to make sure the voices of survivors actively shape the future of the response. We kicked off three major projects this year which aim to do exactly that.

Echo, funded by the National Lottery, spans Bolton, Leicestershire and Sheffield - enabling survivors to engage directly with local authorities and service providers. By participating in workshops and consultations, survivors provide essential feedback on how services can better meet their needs which is used to make real-time improvements in the quality and accessibility of support for domestic abuse survivors. Survivors' experiences are driving service design and delivery, leading to more responsive and effective systems of care.

Family Voices, funded by the Department for Education and the Department for Work and Pensions, with input from the Department of Health and Social Care, amplifies the voices, experiences and perspectives of families affected by domestic abuse at a national level. It offers a space where survivors, their children and families can share their lived experience of programmes to inform the development of national programmes and policy, as well as the delivery of programmes locally. Working alongside social services and Early Help teams, we are identifying best practice as well as areas for improvement, consulting with families and providers to understand opportunities, strengths, and gaps.

Launched in Summer 2024, the Hampshire project places survivors at the heart of service design, working with local authorities and the DA Partnership Board to create a model of support that is truly survivor-led.

At its core, is the **Hampshire Authentic Voice Panel**, which invites local survivors to join as experts by experience, bringing their personal insights, experiences, and expertise to help inform and improve the support systems that are in place. The Panel focuses on inclusivity, ensuring broad representation from across the community and also breaks new ground by incorporating the voices of children and young people who are often overlooked in domestic abuse responses.

- **Building capabilities**

We support the frontline response and our work includes practice advice and guidance as well as workforce development.

Focused work on supporting marginalised survivors

After extensive consultation with survivors, services and practitioners, we have published new practice guidance to assist commissioners and frontline services in supporting trans and gender diverse victims and survivors of domestic abuse. The guidance will be regularly reviewed, based on feedback around its implementation.

Additionally, our Incubator team has explored the needs of refugees and asylum seekers to inform practice, foster new partnerships and inspire future initiatives. This research is laying the groundwork for a new project that aims to enhance access to healthcare for migrant survivors.

Counter-allegations guidance

We also released 'Who is the Victim' - guidance on navigating the challenges professionals face when dealing with counter-allegations in domestic abuse cases. This valuable resource sheds light on the complexities of identifying the primary victim in situations where both parties may make accusations of abuse and is designed to help support all multi-agency partners in feeling confident to identify and support these cases to protect families.

Workforce development and quality assurance

There are now 57 Leading Lights accredited services operating across the UK. This quality mark, developed by SafeLives, is recognised by commissioners and funders alike. Accompanied by service manager and practitioner training, as well as the opportunity to use our Insights case data management tool, the programme ensures a quality standard, showing a service is operating safely and effectively and provides a regular touchpoint for sharing experiences and good practice with SafeLives and each other.

As well as training for specialist domestic abuse practitioners and other frontline responders, we have continued to offer domestic policy development and training to civil society organisations; working with a whole range of corporate clients. During the course of 2023/24 we've trained more than 11,000 people.

Strategic Priority 4; Supporting recovery: *We help survivors rebuild their lives after abuse, providing them with the tools and resources they need to live free from fear.*

- **Responding to the intersection of Domestic Abuse and the Cost-of-living Crisis: NatWest Circle Fund**

We were delighted to celebrate the continued impact of the NatWest Circle Fund with NatWest colleagues, specialist DA services and MPs at an event in Parliament in January 2024. The fund provides vital financial support to domestic abuse survivors, enabling frontline services to meet the immediate needs of those in crisis and to support recovery. We were especially pleased to announce a further £1m donation to support its continuation over the next three years.

Since co-creating the Circle Fund in 2020 with survivors and services, we have supported more than 4,000 survivors by enabling 140+ frontline services to offer rapid, flexible financial assistance. It has had a profound impact on families across the UK, particularly for those facing additional challenges due to Covid-19 restrictions and now the ongoing cost-of-living crisis.

The fund's flexibility has allowed services to meet a whole range of needs, whether for emergency accommodation, food, household items, safety equipment or support back into the workplace. It is designed to fill gaps where other grants may not apply, with grants reaching marginalised groups such as LGBTQ+, Muslim, and South Asian communities.

Navigating the family justice system

We know from survivors that experiences in family court can be traumatizing, leaving many survivors feeling silenced, misjudged and ignored. We have long pressed for real change and two new initiatives are showing real promise.

- **Domestic Abuse Training for Family Lawyers**

Following our pilot family lawyer training, which concluded in the autumn of 2023, we launched a report on its impact with the support of the Domestic Abuse Commissioner, survivors and legal professionals, at the offices of Charles Russell Speechlys, a long-standing supporter of SafeLives. Having reached over 360 legal professionals, it was clear that the programme provided learners with essential knowledge and skills to offer trauma-informed support to survivors of domestic abuse. Before the training, only 49% of attendees reported having a good understanding of domestic abuse, but after completing the sessions, 99% of learners said their knowledge had significantly improved.

Following positive feedback and the observation of training sessions by Government officials, the Government asked SafeLives to share learning with Local Family Justice Board chairs and members. This work is a helpful step toward ensuring that the legal system better supports survivors, reducing the risk of re-traumatisation and enhancing the overall response to domestic abuse cases within the family justice system.

- **CAFCASS secondment**

In July 2023, SafeLives began a cautious, yet determined, partnership with the Children and Family Court Advisory and Support Service (CAFCASS) by seconding two senior members from our Practice and Innovation teams. This secondment follows five years of careful relationship-building and a shared understanding that change is necessary.

We are mindful of the many survivors who have had difficult and re-traumatising experiences with the family justice system, including CAFCASS, and recognise the deep mistrust that still exists. Our efforts are focused on making a meaningful difference, while acknowledging that this is a challenging, long-term process.

Our SafeLives secondees have worked to develop a set of domestic abuse practice 'Must Dos', which aim to improve how CAFCASS approaches domestic abuse cases. We are committed to engaging with survivors' voices at every stage of this work to make sure that reforms within CAFCASS are grounded in the lived experiences of those who have been through the family court system.

There has been positive feedback from CAFCASS staff and frontline services about the collaboration with SafeLives and practice changes are underway to ensure DA is not minimised, the voices of children and adults are unmediated and the language used by family court advisors changes to avoid the use of 'alleged' or 'claimed' and instead just say 'said'. We know there is still much work to do and this secondment is just one part of our wider effort to improve the family court system's response to domestic abuse and increase understanding around domestic abuse.

Strategic Priority 5: An effective and sustainable organisation

We want to make sure we remain adaptable, inclusive, and forward-thinking. Over the past year, we have focused on embedding equity, equality, diversity, and inclusion (EEDI) into our work, while also strengthening our internal processes and governance. Our aim is to create a resilient organisation that can effectively support survivors, frontline practitioners, and services, while continuing to innovate and lead whole system transformation.

This year, this includes continuing to invest in the development of our people, ensuring our financial sustainability and making plans for our new Strategy, as we prepare to celebrate SafeLives' 21st anniversary in 2025.

Organisational development

We are committed to **equity, equality, diversity and inclusion** and fostering a culture which is consciously inclusive. Our new Director of People and Culture has undertaken a 'Listening Exercise' to gather staff, Pioneer, Changemaker, and Trustee perspectives on key themes such as inclusion, diversity, anti-racism, wellbeing, and staff engagement. These insights are informing our **People and Culture Strategy**, which is currently under development alongside our new organisational strategy. Further work is underway, led by the Senior Leadership Team, to develop a clear organisational 'why' for our **anti-racism work**, in particular, to ensure this is given the priority it deserves in transforming our understanding around structural inequality and inequity.

We are proud that four staff members completed the **H.O.P.E. Leadership Course**, aimed at empowering professionals from racialised communities in the Violence Against Women and Girls (VAWG) sector. We are delighted to be able to offer four more members of staff the opportunity to take part in the leadership programme in 2024/25.

Additionally, we are implementing recommendations from our internal Authentic Voice (AV) impact review, including a new remuneration model for young people, aligning with what is offered to adult Pioneers. This ensures fair compensation for their time while managing risks and adhering to legislation.

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We are undertaking a thorough review of our governance processes to ensure compliance with the latest legislation and to strengthen the charity's capacity to meet its purpose effectively. We expect the first part of this process to be complete in autumn 2024.

CEO Suzanne Jacob OBE returned from parental leave in autumn 2023 and stepped down in spring 2024 after seven years as CEO. Ellen Miller, who was interim CEO during Suzanne's leave, was recruited as permanent CEO and rejoined SafeLives in April 2024. Our Head of Training has become interim Director of Quality & Innovation, whilst a longstanding founding staff member has a sabbatical year.

We successfully concluded our pay review process to improve transparency and consistency for staff and are pleased that our staff turnover remains below industry average.

We were delighted to launch our new website this year, serving as a central hub for regularly updated resources and information, ensuring that our key audiences have easy access to the information they need, whether they are seeking help, booking training, or accessing best practice guidance.

Built on the foundation of clear and compassionate design, the new site is user-friendly and responsive. With continuous improvements planned, the site will serve as a cornerstone of SafeLives' digital strategy to drive greater engagement with survivors and professionals across the UK. Improvements in our digital marketing have also led to a significant increase in the reach of our regular newsletter and promotional materials.

We are excited to have appointed three new Trustees to our Board, with plans to recruit two more to further diversify the voices shaping our governance, particularly around age, and to address the under-representation of racially marginalised communities at all levels of the organisation.

And finally, we are delighted that Her Majesty The Queen has chosen to continue her role as Patron of SafeLives. Her Majesty has attended and hosted a range of events dedicated to bringing together individuals and organisations who are working to end domestic abuse and celebrating survivors and frontline services across the country. She has been an amazing advocate for change, recognising the power of the authentic voice of survivors and frontline practitioners. We are so grateful for her support and commitment to ending domestic abuse, for everyone and for good.

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Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist.

Our supporters

SafeLives is extremely fortunate to have the support of many generous individuals and organisations to do our work, many of whom have funded us through multi-year and repeated grants. Our philanthropic funders often invest in our newest work, trusting us to be innovative in seeking out what works for families, and giving us valuable time and flexibility to build strong and trusting relationships with survivors, small and specialist organisations and other colleagues across the sector. They are generous in many other ways, from giving expert *pro bono* advice, or introducing us to other valuable contacts – and many make the time to join round tables and discussions, adding their own insight.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through your support we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

Our principal funders and supporters this year include the following, as well as other organisations who chose to remain anonymous:

Aurum Trust	Peter Cundill Foundation
Bleu Blanc Rouge Foundation	Private family foundation managed by Greenwood Place
Charles Russell Speechlys Foundation	Queen Anne's Gate Foundation
Dulverton Trust	Rayne Foundation
Epic Foundation	The Department for Culture, Media and Sport
Esmée Fairbairn Foundation	The Department for Levelling Up, Housing and Communities
Firebird Foundation	The Home Office
Garfield Weston Foundation	The Ministry of Justice
Greater Manchester Combined Authority	The National Lottery Community Fund (England & Wales)
Kate Wilkinson & Harry Gaskell	The National Lottery Community Fund (Scotland)
Legal Education Foundation	The Scottish Government
Mayor's Office for Policing and Crime	The Welsh Government
	Vision Foundation

As we look to the future, we invite you to continue supporting our work. Whether through donations, partnerships, or advocacy, your involvement is crucial in helping us create a safer, brighter future for everyone affected by domestic abuse. Together, we can end domestic abuse, for everyone, for good. You can contact us at fundraising@safelives.org.uk

3. Looking Ahead: Our Strategy for 2025 and beyond

SafeLives is in the early stages of developing a new strategy that will guide our work through the next decade. This strategy will set ambitious goals which builds on the foundations laid over the last 20 years, with a focus on prevention, early intervention, and long-term recovery for adult and child survivors as well as continuing to challenge perpetrators to change.

SafeLives is committed to using evidence, innovation, and the lived experiences of survivors to transform the system which responds to them. We will continue to strengthen our partnerships with local agencies and services, develop new tools for identifying and managing risk, and advocate for systemic changes that ensure every survivor receives the support they need as quickly and effectively as possible and is able to rebuild their lives.

More than 400 people and organisations have responded to our consultation over the summer of 2024, and we plan to publish our new strategy in early 2025.

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004, and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 2 Trustees, who are remunerated for their services as Trustees and as Pioneers, all Trustees give their time voluntarily and receive no benefits from the charity. The charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note seven of the financial statements.

Governance

Trustees are appointed for a 3-year term that may be renewed for another 3 years, and to a subsequent third term in exceptional circumstances. Trustees are selected on the basis of their skills and experience, and to ensure an appropriate mix of skills and diversity on the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the Chief Executive Officer. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Chief Operating Officer, the Head of Finance, and other senior managers attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of three Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the Executive team and key management personnel by reference to market rates and external benchmarks.

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The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel.

Full Trustee Board and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

The average number of employees, on a full-time equivalent basis, for the year has decreased from 110 to 99.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into nine categories: i) people; ii) systems; iii) partnerships; iv) public policy; v) finance; vi) strategy; vii) governance; viii) emergency and ix) reputation.

The highest risks currently on the Risk Register are staffing and people, public policy, funding, strategy and reputation related. Our staffing and people risks are being addressed by the establishment of Pillars for a new People and Culture Strategy which has involved consultation with staff across all teams. This all-inclusive approach aims to reduce our risk in this area.

The new government could bring changes to both government policy towards and funding of the domestic abuse sector. SafeLives is working hard to establish new working relationships with the new government and is developing a new income generation strategy as part of a whole charity strategy review. We are closely monitoring our future funding and we plan to continue drawing down our unrestricted reserves in 2024/25 down to the lower end of the target range.

This year has seen an increase in our reputational risk and our communications team are working hard to ensure that SafeLives responds sensitively to major announcements and events.

Safeguarding, Serious and Critical Incidents

We continue to take our responsibility to the safety of those who are experiencing / have experienced domestic abuse and our staff, associate team, Pioneers and Trustees seriously. We know that many of us are in both groups. The Safeguarding Committee is made up of a Designated Safeguarding Lead ("DSL"), Jo Gordon, Chief Operating Officer, Deputy Designated Safeguarding Lead ("DDSL"), Melonie Senior until 30th June 2024

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and then replaced by Susie Hay, Senior Practice Consultant and a dedicated team of Safeguarding Champions who have the relevant knowledge, experience, training, and confidence to provide support, advice and guidance to any other staff on an on-going basis and on any specified safeguarding issue as required. Designated Safeguarding Leads and Champions renew their training every two years. All other staff, trustees and pioneers renew their training every three years. The system works effectively, and we report to the Board any issues that have been raised on a quarterly basis.

We have a serious incident policy which sets out the SafeLives emergency response arrangements. This ensures we are prepared for, respond to, and recover from, a serious incident.

We also report on any serious or critical incidents to the Board quarterly and explain what action has been taken to review and learn. There have been two serious incidents referred to the Charity Commission during the last 12 months. The Charity Commission was satisfied with our response to the incident and no additional action was required.

5. Financial Review

Overview

This year has seen a movement from the 2022/23 deficit of £(978)k to a surplus of £1,134k. Of this surplus, £804k is represented by the Natwest Circle Fund balance. During 2023/24, £1m was received from the Natwest Circle Fund and not fully spent at the year end. The Charity has worked hard to control and reduce its costs following the 2022/23 deficit. Costs have reduced by £1,033k and income, including the £1m Natwest Circle Fund income, increased by £1,078k in this financial year. A detailed breakdown and explanation of the financial position is given below.

Income

Total income in the year to June 2024 was £9,902k, representing an increase of £1,078k or 12.2% on the prior year.

The main year on year income changes are as follows:

Income £000's		2023/24	2022/23	Change
Capacity building	Training	2,428	2,763	(335)
	Practice	1,541	1,083	458
	Scotland	568	592	(24)
Innovation	Drive	2,679	2,676	3
	Your Best Friend	-	173	(173)
	Other	234	238	(4)
Research		155	317	(162)
Influencing		90	89	1
Unrestricted grants & donations		1,095	858	237
Restricted grants & donations		1,000	-	1,000
Investment income		112	35	77
Total income		9,902	8,824	1,078

Income from our "traditional" sources was £9,902k or 112% of the previous year's level.

Over the last three financial years the Training's total income has continued to exceed £2m but has fallen by 12.1% compared to 2022/23 and to below 2021/22 figure of £2,501k. This fall in training income was expected as more initial training courses have been delivered across the country and we are entering a phase of less intensive refresher training courses.

The increase in income towards our Practice team's work of £458k is a combination of increased fee and grant income and includes our work on our Leading Lights and Family Voices projects. Last year, the Home Office awarded the Charity a new 3-year grant of £1,465k to work in two areas, looking in detail at the issues faced by children who are affected by domestic abuse. The first year of this new grant for the project called Children Affected by Domestic Abuse ("CADA") accounted for £508k of grant income in 2022/23 and the second year 2023/24 accounted for £574k of grant income.

The funding of our Innovation work remained consistent with prior years with the exception of the Your Best Friend project which finished at the end of September 2022.

Income towards our Research teams' work fell both in terms of fee and grant income by £162k. Our Core

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grant income from the Home Office reduced by £103k.

Unrestricted grants and donations from philanthropic sources have increased to £1,095k – a rise of 27.6%. An additional £1m was received from the NatWest Circle Fund during this financial year, this is restricted grant income.

Increased interest rates accounted for the increase in investment income, up 220%.

The increase in income this year has resulted in higher unrestricted reserves which will be carried forward into 2024/25.

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Costs

Costs have decreased by £1,033k from £9,802k in 2022/23 to £8,769k in 2023/24, as per the table below:

Costs £000's		2023/24	2022/23	Change
Capacity Building	Training	2,183	2,509	(326)
	Practice	1,346	1,027	319
	Scotland	540	593	(53)
Innovation in Practice	Drive	2,623	2,837	(214)
	Beacons	-	8	(8)
	Your Best Friend	-	166	(166)
	Other	372	701	(329)
Research		292	418	(126)
Influencing		338	468	(130)
Support		593	520	73
Governance		39	37	2
Cost of raising funds		243	258	(15)
NatWest Circle Fund		200	260	(60)
Total Costs		8,769	9,802	(1,033)

The decrease in the cost of the Training team is in line with the decrease in the Training fee income and course delivery during 2023/24 – 12.9%.

Following the redundancy initiative undertaken in 2022/23, the direct staff costs across the Charity have decreased by £122k. Associate costs have been carefully monitored and have reduced by £366k during this financial year; the reduction in associate costs was in part due to the reduction in training delivered during the year.

Drive costs have reduced during the year as a result of a conscious effort to reduce costs across the project.

Research and Influencing costs have been reallocated to the relevant teams this year resulting in the above reduction in the team costs and increase in the Practice Teams costs.

The Your Best Friend and Beacons projects finished during the last financial year.

Following receipt of the £1m NatWest Circle fund in November 2023, £202k of the fund has been spent this year, split between £161k of grants to services (who in turn make direct grants to survivors) and £41k of costs to administer the funds. The remaining funds will be used on project activity in 2024/25.

Project partner payments have been as follows:

Partner costs £000's	2023/24	2022/23	Change
Drive	1,528	1,773	(245)
Your Best Friend	-	97	(97)
CADA & ECHO	279	275	4
Other	94	91	3
Total	1,901	2,236	(335)

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Excluding these payments to our partners, and income and costs on the NatWest Circle survivor fund, the income attributable directly to SafeLives own work was £7,084k (2023: £6,395k) and the related expenditure was £6,546k (2023: £7,373k).

Surplus for the year

The surplus for the year of £1,134k, was allocated £714k to restricted funds and £420k to unrestricted funds. Unrestricted funds which had been built up in the previous two financial years, are now being deliberately drawn down to continue otherwise unfunded work, and to reduce unrestricted reserves to be at the lower and more prudent end of the target reserves range (see below). The deficit charged to restricted funds is down to timing - with much of the income funding this year's restricted fund projects having been received in prior years.

Surplus/(deficit) £000's	2023/24	2022/23
Unrestricted (incl. designated)	420	(289)
Restricted	714	(689)
Total	1,134	(978)

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects for which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to enable the charity to (a) withstand any short term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified in the Risk Register, and (c) to cover any unforeseen expenditure.

Total reserves have increased from last year's £2,450k to stand at £3,584k this year. The main movements on reserves are as follows:

Reserves balances £000's	30th June 2024	30th June 2023	Change
Unrestricted funds	2,482	2,063	419
Restricted funds: NatWest Circle Fund	804	6	798
Restricted funds: Drive	143	169	(26)
Restricted funds: Other	155	212	(57)
Total restricted funds	1,102	387	715
Total funds	3,584	2,450	1,134

Trustees' annual report**For the year ended 30 June 2024**

Unrestricted reserves have increased from £2,063k at June 2023 to £2,482k at June 2024. As at 30th June 2024, unrestricted reserves represented 5.27 months of core operating costs (2023: 4.15 months). The Trustees have set a target level of unrestricted reserves to be maintained at a level to cover 3 to 6 months of core operating costs. Core operating costs are defined as total costs excluding (a) grants made from the NatWest Circle fund, (b) payments to project partners from restricted funds and (c) variable costs of paying associates.

Last year, the Trustees decided to deliberately draw down unrestricted reserves during 2022/23 in order to maintain SafeLives at its size and capacity, and to deliver on the operating plan for 2022/23. This year, 2023/24, the closing unrestricted reserves are higher than anticipated and will be carried forward to offset the expected in year deficit in 2024/25. The gradual managed reduction to unrestricted reserves will continue into 2024/25 and into 2025/26.

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have increased this year to £3,816k (2023: £3,059k). This increase can be attributed to the increased balance on the NatWest Circle Fund at 30th June 2024 of £804k (2023: £6K).

Financial Outlook for 2024/25

The Trustees have carefully considered the financial outlook for 2024/25 and beyond. Projections for 2024/25 show an in-year deficit of £963k. This deficit is based on a very prudent estimate of both training income achievable and grant income. Grant income for 2024/25 is likely to be delayed in terms of both the application process and the receipt of funds due to the change in Government and its manifesto delivery promises.

In 2024/25 we will need to draw on unrestricted reserves to fund operations, and this may continue into 2025/26, before we will then have a strategy of funding in year costs from in year income.

SafeLives operates a system of careful budget control and reforecasting throughout the financial year. Previous experience confirms that budget expectations are always exceeded as the year progresses and this is reflected in the quarterly budget reforecasts. The Trustees are confident that this trend will continue but, if not, any in year deficit can be covered by unrestricted reserves.

Going Concern

The Trustees have reviewed the Charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

In making this going concern assessment, the Trustees have considered how the Charity's financial and operating model continues to change, as well as looking at the current inflationary and funding pressures faced by the Charity.

The going concern assessment also takes into account the charity's diverse income streams, flexible cost model and lack of any long- term borrowings or similar liabilities.

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Best Practice in Fundraising

We strive to be open and transparent in our fundraising approach, and in how we obtain, store, and use donor information, with the consent of the donor. Most of our fundraising is done directly with donors and grantors, but a small proportion comes to us via other sources such as JustGiving.

We have a fundraising complaints procedure which can be found on our website:

<http://www.safelives.org.uk/about-us/contact-us/complaints>

We also have an easy way to make a complaint directly on the fundraising area of the website. No complaints were received in 2023/24.

We strive for best practice in fundraising. None of our fundraising is aimed at potentially vulnerable people. Most of our funds come to us directly from large philanthropic and statutory funders, with a very small proportion coming to us as unsolicited funds, either from individuals directly or via sources such as Just Giving. We are registered with the [Fundraising Regulator](https://www.fundraisingregulator.org.uk/code/fundraising-promise), complying with its Fundraising Promise: <https://www.fundraisingregulator.org.uk/code/fundraising-promise>
We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice.

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives for the purposes of company law) are responsible for preparing the Trustees' annual report, including the strategic report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 applicable UK Accounting Standards and statements of recommended practice 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 presume that the charity will continue in operation.

Trustees' annual report

For the year ended 30 June 2024

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of its winding up. The total number of such guarantees at 30 June 2024 was 10 (2023: 10). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 10th December 2024 and signed on their behalf by

Isabel Boyer
Chair
10th December 2024

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on SafeLives' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees a

Independent auditors' report

To the members of

SafeLives

responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using

the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Independent auditors' report

To the members of

SafeLives

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

19 December 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006.

SafeLives

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2024

				2024					2023
	Note	Unrestricted £	Designated £	Restricted £	Total £	Unrestricted £	Designated £	Restricted £	Total £
Income from:									
Donations	2	1,095,061	–	1,000,000	2,095,061	857,721	–	–	857,721
Charitable activities									
Capacity Building	3.1	2,322,620	–	2,214,213	4,536,833	2,729,049	–	1,708,396	4,437,445
Innovation in Practice	3.2	50,761	–	2,862,522	2,913,283	1,641	–	3,085,187	3,086,828
Research	3.3	69,628	–	85,692	155,320	124,189	–	193,208	317,397
Influencing	3.4	150	–	89,584	89,734	500	–	89,138	89,638
Investments	4	112,322	–	–	112,322	34,876	–	–	34,876
Total income		3,650,542	–	6,252,011	9,902,553	3,747,976	–	5,075,929	8,823,905
Expenditure on:									
Raising funds	5	254,916	–	–	254,916	269,403	–	–	269,403
Charitable activities									
Capacity Building	5	2,349,015	–	2,191,787	4,540,802	2,882,353	–	1,634,065	4,516,418
Innovation in Practice	5	158,222	–	2,947,006	3,105,228	249,835	–	3,573,800	3,823,635
Research	5	206,497	–	106,930	313,427	271,532	–	176,920	448,452
Influencing	5	262,424	–	89,584	352,008	364,009	–	120,486	484,495
NatWest Circle Fund	5	–	–	202,251	202,251	–	–	259,746	259,746
Total expenditure		3,231,074	–	5,537,558	8,768,632	4,037,132	–	5,765,017	9,802,149
Net movement in funds (being net income/(expenditure)for the year)		419,468	–	714,453	1,133,921	(289,156)	–	(689,088)	(978,244)
Transfers between funds		–	–	–	–	133,828	(133,828)	–	–
Net movement in funds after transfers		419,468	–	714,453	1,133,921	(155,328)	(133,828)	(689,088)	(978,244)
Reconciliation of funds:									
Total funds brought forward	16	2,062,657	–	387,308	2,449,965	2,217,985	133,828	1,076,396	3,428,209
Total funds carried forward	16	2,482,125	–	1,101,761	3,583,886	2,062,657	–	387,308	2,449,965

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

Balance sheet

Company no. 05203237

As at 30 June 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	11		–		–
Current assets:					
Debtors	12	1,564,845		1,236,381	
Short term cash deposits		1,894,109		1,008,854	
Cash at bank and in hand		1,921,932		2,050,478	
		<u>5,380,886</u>		<u>4,295,713</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	1,797,000		1,845,748	
				<u></u>	
Net current assets			<u>3,583,886</u>		<u>2,449,965</u>
Total net assets			<u>3,583,886</u>		<u>2,449,965</u>
The funds of the charity:					
Restricted funds	16		1,101,761		387,308
Unrestricted fund	16		2,482,125		2,062,657
			<u></u>		<u></u>
Total charity funds			<u>3,583,886</u>		<u>2,449,965</u>

Approved by the trustees on 10th December 2024 and signed on their behalf by

Isabel Boyer
Chair

Statement of cash flows

For the year ended 30 June 2024

Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	1,133,921	(978,244)
Interest from investments	(112,322)	(34,876)
Increase in debtors	(328,464)	(393,346)
Decrease in creditors	(48,748)	(139,445)
Net cash provided by/(used in) operating activities	644,387	(1,545,911)
Cash flows from investing activities:		
Interest from investments	112,322	34,876
Net cash provided by investing activities	112,322	34,876
Change in cash and cash equivalents in the year	756,709	(1,511,035)
Cash and cash equivalents at the beginning of the year	3,059,332	4,570,367
Cash and cash equivalents at the end of the year	3,816,041	3,059,332

Analysis of cash and cash equivalents

	At 1 July 2023	Cash flows	Other changes	At 30 June 2024
Cash at bank and in hand	2,050,478	(128,546)	–	1,921,932
Short term deposits	1,008,854	885,255	–	1,894,109
Total cash and cash equivalents	3,059,332	756,709	–	3,816,041

Notes to the financial statements

For the year ended 30 June 2024

1 Accounting policies**a) Statutory information**

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees have reviewed the operating and funding environment of the Charity, and have considered the risks faced by the Charity, and have concluded that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to the following main charitable activities: Capacity Building; Innovation in Practice; Research; Influencing; and NatWest Circle Fund.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

k) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

Notes to the financial statements

For the year ended 30 June 2024

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Leasehold improvements Over the minimum lease period

n) Debtors

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

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

o) Cash at bank and in hand

Cash at bank and cash 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. Short term deposits are cash deposits with more than 3 months' maturity.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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.

r) Pensions

The charitable company makes defined contributions to personal pension plans of 2 employees. The charitable company operates a defined contribution pension scheme for its employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The charitable company complies with the current requirements in respect of pensions auto-enrolment.

2 Donations & grants

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Grants receivable:						
Garfield Weston Foundation	-	-	-	100,000	-	100,000
Julius Gaudio Foundation	-	-	-	150,000	-	150,000
Peter Cundill Foundation	118,326	-	118,326	120,142	-	120,142
Epic Foundation	459,466	-	459,466	64,030	-	64,030
Esmee Fairbairn Foundation	100,000	-	100,000	140,000	-	140,000
Julia & Hans Rausing Trust	-	-	-	70,000	-	70,000
Lloyds Bank plc	250,000	-	250,000	50,000	-	50,000
NatWest Bank plc	-	1,000,000	1,000,000	-	-	-
Other donations & income	167,269	-	167,269	163,549	-	163,549
	1,095,061	1,000,000	2,095,061	857,721	-	857,721

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Training						
Fee income	1,704,803	–	1,704,803	2,411,088	–	2,411,088
Other Training grants	–	723,233	723,233	–	351,886	351,886
Sub-total for Training	1,704,803	723,233	2,428,036	2,411,088	351,886	2,762,974
Practice						
Fee income	489,151	–	489,151	193,474	–	193,474
Home Office – Core Functions grant	–	303,167	303,167	–	380,382	380,382
Home Office – CADA grant	–	574,297	574,297	–	508,649	508,649
National Lottery Community fund – ECHO grant	–	174,627	174,627	–	–	–
Sub-total for Practice	489,151	1,052,091	1,541,242	193,474	889,031	1,082,505
Scotland						
Fee income	128,666	–	128,666	124,487	703	125,190
Scottish Government grants	–	409,499	409,499	–	445,336	445,336
National Lottery Community Fund Scotland	–	21,390	21,390	–	21,440	21,440
Dundee Women's Aid grant	–	8,000	8,000	–	–	–
Sub-total for Scotland	128,666	438,889	567,555	124,487	467,479	591,966
Capacity Building Total	2,322,620	2,214,213	4,536,833	2,729,049	1,708,396	4,437,445

3.2 Innovation in Practice

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Drive						
MOPAC	–	324,245	324,245	–	104,078	104,078
National Lottery Community Fund	–	605,998	605,998	–	1,247,968	1,247,968
The Home Office	–	–	–	–	171,903	171,903
Funding from Police & Crime Commissioners	–	490,818	490,818	–	159,092	159,092
Funding from grant making trusts	–	80,000	80,000	–	8,750	8,750
Fees charged to local areas	–	91,326	91,326	–	87,503	87,503
Drive Restart (HO/MOPAC funded)	–	892,111	892,111	–	896,656	896,656
Drive Restart (Foundations funded)	–	29,760	29,760	–	–	–
The Home Office – DAPO project	–	164,751	164,751	–	–	–
Sub-total for Drive	–	2,679,009	2,679,009	–	2,675,950	2,675,950
Incubator team – Aurum Trust grant	–	50,000	50,000	–	100,000	100,000
Tampon Tax Funding re Your Best Friend Project	–	–	–	–	172,787	172,787
Grant for work with Greater Manchester Combined Authority	–	23,230	23,230	–	–	–
Other grants and donations/fees re Innovation work	49,777	–	49,777	1,256	18,250	19,506
Safe Young Lives – Other grants & fees	984	110,283	111,267	385	118,200	118,585
Innovation in Practice Total	50,761	2,862,522	2,913,283	1,641	3,085,187	3,086,828

3.3 Research

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Fee income	69,628	–	69,628	124,189	–	124,189
Home Office – Core Functions grant	–	75,792	75,792	–	178,358	178,358
Other grants for Research team	–	9,900	9,900	–	14,850	14,850
Research Total	69,628	85,692	155,320	124,189	193,208	317,397

3.4 Influencing

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Grants and fees re public affairs & comms work	150	58,334	58,484	500	57,888	58,388
Donation re public affairs work	–	31,250	31,250	–	31,250	31,250
Influencing Total	150	89,584	89,734	500	89,138	89,638

4 Income from investments

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Bank interest	112,322	–	112,322	34,876	–	34,876
	112,322	–	112,322	34,876	–	34,876

Notes to the financial statements

For the year ended 30 June 2024

5 Analysis of expenditure

2024	Expenditure					Charged to		
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Restricted Income	Total Income
	£	£	£	£	£	£	£	£
Costs of raising funds	242,974	–	–	11,942	254,916	254,916	–	254,916
Charitable Activities								
Capacity Building								
Training	2,164,360	18,976	–	339,796	2,523,132	1,781,571	741,561	2,523,132
Practice	1,066,757	279,241	–	98,036	1,444,034	427,872	1,016,162	1,444,034
Scotland	472,393	68,397	–	32,846	573,636	139,572	434,064	573,636
	3,703,510	366,614	–	470,678	4,540,802	2,349,015	2,191,787	4,540,802
Innovation in Practice								
Drive	1,094,306	1,528,310	–	82,340	2,704,956	–	2,704,956	2,704,956
Beacons	–	–	–	–	–	–	–	–
Your Best Friend	–	–	–	–	–	–	–	–
Innovation	209,331	–	–	17,902	227,233	145,409	81,824	227,233
Safe Young Lives	156,584	6,000	–	10,455	173,039	12,813	160,226	173,039
	1,460,221	1,534,310	–	110,697	3,105,228	158,222	2,947,006	3,105,228
Research	291,966	–	–	21,461	313,427	206,497	106,930	313,427
Influencing	338,491	–	–	13,517	352,008	262,424	89,584	352,008
NatWest Circle Fund	38,442	161,324	–	2,485	202,251	–	202,251	202,251
Total expenditure 2024	6,075,604	2,062,248	–	630,780	8,768,632	3,231,074	5,537,558	8,768,632

2023	Expenditure					Charged to		
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Restricted Income	Total Income
	£	£	£	£	£	£	£	£
Costs of raising funds	257,950	–	–	11,453	269,403	269,403	–	269,403
Charitable Activities								
Capacity Building								
Training	2,487,081	22,228	–	286,066	2,795,375	2,440,667	354,708	2,795,375
Practice	752,082	275,250	–	58,398	1,085,730	207,709	878,021	1,085,730
Scotland	528,779	63,947	–	42,587	635,313	233,977	401,336	635,313
	3,767,942	361,425	–	387,051	4,516,418	2,882,353	1,634,065	4,516,418
Innovation in Practice								
Drive	1,063,920	1,715,333	58,000	49,321	2,886,574	–	2,886,574	2,886,574
Beacons	7,483	–	–	1	7,484	–	7,484	7,484
Your Best Friend	68,688	97,215	–	7,050	172,953	–	172,953	172,953
Other innovation projects	438,030	–	–	32,853	470,883	249,331	221,552	470,883
Safe Young Lives	263,437	–	–	22,304	285,741	504	285,237	285,741
	1,841,558	1,812,548	58,000	111,529	3,823,635	249,835	3,573,800	3,823,635
Research	418,205	–	–	30,247	448,452	271,532	176,920	448,452
Influencing	463,319	5,000	–	16,176	484,495	364,009	120,486	484,495
NatWest Circle Fund	67,246	192,500	–	–	259,746	–	259,746	259,746
Total expenditure 2023	6,816,220	2,371,473	58,000	556,456	9,802,149	4,037,132	5,765,017	9,802,149

Support and governance costs

	2024 Support	2024 Governance	2024 Support & governance	2023 Support	2023 Governance	2023 Support & governance
	£	£	£	£	£	£
Direct Staff Costs	439,632	13,123	452,755	391,743	13,914	405,657
Delivery Costs	35,560	6,354	41,914	25,955	4,306	30,261
IT Costs	101,562	–	101,562	87,002	–	87,002
Office Costs	14,474	–	14,474	14,696	–	14,696
Other Costs	–	20,075	20,075	–	18,840	18,840
	591,228	39,552	630,780	519,396	37,060	556,456

Notes to the financial statements

For the year ended 30 June 2024

6 Net income / (expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Operating lease rentals:		
Property – lease	40,958	40,958
Other	1,724	1,724
Auditors' remuneration (excluding VAT):		
Audit – current year	16,800	15,700

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	3,889,599	3,948,346
Redundancy and termination costs	–	59,677
Social security costs	398,986	410,894
Employer's contribution to defined contribution pension schemes	245,792	237,258
	4,534,377	4,656,175
Costs related to self employed associates	1,009,120	1,374,838
	5,543,497	6,031,013

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2024 No.	2023 No.
£60,000 – £69,999	1	–
£70,000 – £79,999	1	2
£80,000 – £89,999	1	2

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £429,582 in respect of 8 employees (2023: £410,321 in respect of 5 employees).

Two Trustees, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustees. Ursula Lindenberg received £660 remuneration for services provided as a Trustee (2023: £330), and Shana Begum received £949 remuneration for services provided as a Trustee (2023: £0). The same Trustees also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Ursula Lindenberg received £894 for fees and expenses as a Pioneer (2023: £361), and Shana Begum received £6,789 for fees and expenses as a Pioneer (2023: £1,800).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £2,723 (2023: £1,476) incurred by 9 (2023: 6) members relating to attendance at meetings of the trustees.

Pensions

	2024 £	2023 £
Pension amounts outstanding at 30th June	27,640	–

8 Staff numbers

The average number of employees (based on headcount) during the year was 112 (2023: 120).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2024 No.	2023 No.
Fundraising	4	4
Capacity building	45	46
Innovation in practice	22	29
Research	8	9
Influencing	5	7
Support	15	15
	99	110

Notes to the financial statements

For the year ended 30 June 2024

9 Related party transactions

As noted in note 7 above, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustee. Ursula Lindenberg and Shana Begum also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

During the course of the year £20,000 was paid to the University of Bristol for evaluation services as a partner in the Drive Project. Isabel Boyer's husband Mr J Boyer is the Chair of the Board of Trustees of the University of Bristol. Isabel Boyer is the Chair of the Board of Trustees. Neither Isabel nor her husband have any involvement the financial decision making process of the project.

Rebecca Spencer, Trustee, is employed by Social Finance. Social Finance is one of the 3 partners in the Drive Project. Rebecca's role at Social Finance does not include any work on the Drive Project and she has no involvement the financial decision making process of the project.

There were no amounts owing to or from any related party as at 30 June 2024 (2023: none).

During the year, SafeLives received no donations from connected parties (2023: none).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	–	–
At the end of the year	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	–	–
At the end of the year	36,237	36,237
Net book value		
At the end of the year	–	–
At the start of the year	–	–

All of the above assets are used for charitable purposes.

12 Debtors

	2024 £	2023 £
Trade debtors	483,355	448,788
Other debtors	16,018	16,973
Prepayments	191,684	133,769
Accrued income	873,788	636,851
	1,564,845	1,236,381

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	455,918	270,348
Taxation and social security	131,297	100,279
Other creditors	37,936	16,680
Accruals	369,065	619,037
Deferred income (note 14)	802,784	839,404
	1,797,000	1,845,748

Notes to the financial statements

For the year ended 30 June 2024

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2024 £	2023 £
Balance at the beginning of the year	839,404	726,971
Amount released to income in the year	(839,404)	(726,971)
Amount deferred in the year	802,784	839,404
Balance at the end of the year	802,784	839,404

Deferred income is in respect of the following:

	2024 £	2023 £
Fee income (Training, Insights and Consultancy)	326,246	663,985
Other projects (grants)	476,538	175,419
	802,784	839,404

15a Analysis of net assets between funds (current year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	2,482,125	1,101,761	3,583,886
Net assets at 30 June 2024	2,482,125	1,101,761	3,583,886

15b Analysis of net assets between funds (prior year)

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–
Net current assets	2,062,657	387,308	2,449,965
Net assets at 30 June 2023	2,062,657	387,308	2,449,965

Notes to the financial statements

For the year ended 30 June 2024

16a Movements in funds (current year)

	At 1 July 2023 £	Income £	Expenditure £	Transfers £	At 30 June 2024 £
Restricted funds:					
Capacity Building					
Training					
Training grants	45,202	723,233	741,561	-	26,874
Practice					
Core Functions grant	-	303,167	303,167	-	-
CADA grant	11,010	574,297	538,368	-	46,939
ECHO grant	-	174,627	174,627	-	-
Scotland					
National Lottery Community Fund Scotland	1,040	21,390	22,430	-	-
Dundee Women's Aid grant	-	8,000	-	-	8,000
Scottish government grants	67,021	409,499	411,634	-	64,886
Capacity Building Total	124,273	2,214,213	2,191,787	-	146,699
Innovation In Practice					
Drive	168,874	2,679,009	2,704,956	-	142,927
Incubator team – Aurum Trust grant	-	50,000	50,000	-	-
Greater Manchester Combined Authority grant	6,240	23,230	29,470	-	-
Other grants and donations re Innovation work	2,354	-	2,354	-	-
Safe Young Lives – Lloyds Bank Group grant	29,775	-	29,775	-	-
Safe Young Lives – Other grants	28,192	110,283	130,451	-	8,024
Innovation in Practice total	235,435	2,862,522	2,947,006	-	150,951
Research					
Core Functions grant	20,000	75,792	95,792	-	-
Other grants	1,238	9,900	11,138	-	-
Research total	21,238	85,692	106,930	-	-
Influencing					
Grants & donations	-	89,584	89,584	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	6,362	1,000,000	202,251	-	804,111
Total restricted funds	387,308	6,252,011	5,537,558	-	1,101,761
General/unrestricted funds	2,062,657	3,650,542	3,231,074	-	2,482,125
Total funds	2,449,965	9,902,553	8,768,632	-	3,583,886

16b Movements in funds (prior year)

	At 1 July 2022 £	Income £	Expenditure £	Transfers £	At 30 June 2023 £
Restricted funds					
Capacity Building					
Training					
Training bursaries & grants	48,024	351,886	354,708	-	45,202
Practice and Consultancy					
Core Functions	-	380,382	380,382	-	-
CADA grant	-	508,649	497,639	-	11,010
Scotland					
National Lottery Community Fund Scotland	-	21,440	20,400	-	1,040
Scottish Government grants	1,918	446,039	380,936	-	67,021
Capacity Building Total	49,942	1,708,396	1,634,065	-	124,273
Innovation in Practice					
Drive	379,498	2,675,950	2,886,574	-	168,874
Beacons	7,484	-	7,484	-	-
Incubator team – Aurum Trust grant	10,253	100,000	110,253	-	-
Tampon Tax Funding re Your Best Friend Project	166	172,787	172,953	-	-
Grant for work with Cheshire Without Abuse	101,643	-	101,643	-	-
Other grants and donations re Innovation work	-	18,250	9,656	-	8,594
Safe Young Lives – Lloyds Bank Group grant	212,761	-	182,986	-	29,775
Safe Young Lives – Other grants	12,243	118,200	102,251	-	28,192
Innovation in Practice total	724,048	3,085,187	3,573,800	-	235,435
Research					
Core Functions	-	178,358	158,358	-	20,000
Other grants	4,950	14,850	18,562	-	1,238
Research total	4,950	193,208	176,920	-	21,238
Influencing					
Grants & donations	31,348	89,138	120,486	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	266,108	-	259,746	-	6,362
Total restricted funds	1,076,396	5,075,929	5,765,017	-	387,308
General/unrestricted funds	2,217,985	3,747,976	4,037,132	133,828	2,062,657
Designated/unrestricted funds – Strategic initiatives	133,828	-	-	(133,828)	-
Total funds	3,428,209	8,823,905	9,802,149	-	2,449,965

Cost transfers have been made from unrestricted funds to designated funds in respect of work undertaken on the strategic initiatives identified and set up at the end of 2021/22. The strategic initiative fund was fully utilised by the end of 2022/23.

16 Movements in funds (continued)**Purposes of principal restricted funds****Capacity Building****Training bursaries & grants**

Grants have been received from the Welsh Government, the Institute for Fatal Strangulation, the Vision Foundation, the Ministry of Justice and the Legal Education Foundation to develop and deliver various training courses.

Practice

The Practice team provides support and resources to help Maracs and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Practice team's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

The Practice team this year has been awarded the second phase of its grant from the Home Office to work in two areas looking into all of the issues faced by Children Affected by Domestic Abuse ("CADA").

The Practice team have been awarded a grant for our Echo programme. Through this programme, we have been working locally and nationally to make sure those with lived experience are shaping the services designed to support them and that survivor voices are at the forefront.

Scottish grants

The Scottish Government continues to provide grants to support most aspects of our work in Scotland. The National Lottery in Scotland is supporting us on authentic voice work in Scotland.

Innovation in Practice**Drive**

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas.

Incubator Team

This team was established towards the end of 2018/19 to come up with ideas with respect to professional practice, and to test those ideas internally initially, and then with selected partners, before seeking to go to wider audiences. The funding from the Aurum Trust finished in 23/24. The work stream and project aim continues.

Safe Young Lives

Funding has been awarded from several grant making trusts to help us research the issues around young people and domestic abuse – and in response to those insights, to formulate ideas and policies to address the issues identified.

Research

A significant part of the Research team's general work is funded from the Home Office "Core Functions" grant. This grant is supplemented by other restricted fee income and grant income in respect of specific research projects, which are commissioned by partners from time to time.

Influencing

The Public Affairs team's work on influencing and shaping policy in our sector is funded by several grants and a recurring donation.

NatWest Bank PLC Survivor fund

In November 2023, NatWest Bank PLC granted us a further £1m to be used over the next 3 years in making sub-grants to frontline services, who in turn would use the funds to provide direct financial assistance to the victims of domestic abuse and their families.

17 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property 2024 £	2023 £	Other 2024 £	2023 £
Less than one year	42,504	42,504	1,858	1,858
One to five years	46,046	88,550	2,012	3,870
	88,550	131,054	3,870	5,728

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Company number:	05203237
Charity number:	1106864
Scottish charity ref:	SCO48291

SafeLives

Report and financial statements

For the year ended 30 June 2023

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For the year ended 30 June 2023

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Reference and administrative information

For the year ended 30 June 2023

Company number	05203237
Countries of incorporation	England and Wales
Charity number	1106864
Scottish charity reference	SCO48291
Countries of registration	England, Wales, and Scotland

Registered office and operational address	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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Patron	HM The Queen
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Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
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Isabel Boyer	(Chair)
Alexandra Butler	(Vice Chair)
Eva Bari	
Shana Begum	
Zoe Billingham	
Liz Hughes	
Ursula Lindenberg	
Uzair Patel	Resigned 6th December 2022
Kelly Rust	Resigned 22 nd September 2022
Rebecca Spencer	
Takki Sulaiman	
Tim Symington	

Key management personnel	Suzanne Jacob	Chief Executive
	Ellen Miller	Chief Executive (parental leave cover)
	Jo Silver	Director of Quality and Innovation
	Liz Thompson	Director of External Relations
	Jo Gordon	Chief Operating Officer
	Dawn Codrington	Director of People and Culture (joined 1 st August 2023)

Reference and administrative information

For the year ended 30 June 2023

Bankers	NatWest Bank PLC South West RCSC 740 Waterside Drive Aztec West Bristol BS99 5BD
Solicitors	Ramsay Paterson Lynwood Newland Garden Sherborne, Dorset DT9 3AF Anthony Collins Solicitors LLP 134 Edmond Street Birmingham B3 2ES
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL

Trustees' annual report

For the year ended 30 June 2023

The Trustees present their report and the audited financial statements for the year ended 30 June 2023. This report also incorporates the strategic report disclosure requirements. This has been another very important year for SafeLives, as we have continued to develop and deliver existing and new work in line with our Strategy "The Whole Picture". Our thanks go to all our staff, Trustees, Pioneers, Authentic Voice Panel, associates, funders, supporters and partners for another successful year of strong impact.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. The Trustees' Annual Report includes a directors' report as required by company law.

1. Objectives and activities

The objects for which the charity is established are to advance for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies, and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the progress of the activities that underpin each strategic priority and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

In 2018 we published our strategy: The Whole Picture, which sets out our five strategic priorities:

- Act before someone harms or is harmed
- Identify and stop harmful behaviour
- Increase safety for those at risk
- Support people to live the lives they want after harm occurs
- Continue to be an effective and sustainable organisation

We believe that domestic abuse can be stopped. Stopped before it starts. Stopped before it ruins lives. Each year over two million people in the UK experience domestic abuse. Not one of them should have to wait until they're in crisis before we pay attention. Domestic abuse is never all of someone's experience or situation. We must see the whole picture – for the whole person, the whole family, the whole community, and the whole of society.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart and start of what we do. We look at the whole picture for each individual and family to get the right help at the right time, so families everywhere can be safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?' This applies whatever the gender of the victim or perpetrator and whatever the nature of their relationship. Every victim and survivor deserves the right response at the right time. SafeLives exists to make sure they receive that, and we will continue to drive change through our practice advice and guidance, our data and research and our influencing work.

2. Achievements & Performance

It's been a challenging year for many. As the UK moves into a post-Covid environment, both survivors and the services who support them continue to face difficult times. Statutory and philanthropic funders moved fast to provide support during the pandemic, and we are hugely grateful to all those who reached in to offer help. As that funding came to a close whilst the cost-of-living crisis bites, we – like many other charities - have needed to draw in our spending, whilst being very aware that caseloads are still growing and that survivors are struggling.

Our focus in the coming year therefore will be on our core work – prioritising our multi-agency work to ensure a co-ordinated community response to the whole family, increasing the capability of those at the frontline line, making sure the authentic voice of survivors is integral in all that we do, and speaking out for better legislation and enforcement of victims' rights.

There is much to celebrate too. There are visible signs of change – with thousands more frontline responders trained to understand controlling and coercive behaviour, a growing awareness of the value of the small specialist services who support marginalized and minoritized survivors, and a recognition in new and proposed legislation of the value of Idvas/Idaas (independent domestic violence advisors/ abuse advocates) and Maracs (multi-agency risk assessment conferences) in increasing survivor safety.

Building capabilities at the frontline

Developing knowledge and skills

Training those who might be involved in identifying or responding to adults and child victims of domestic abuse, and perpetrators of harm, is essential to ensure an effective, appropriate and consistent response and opportunities to intervene are not missed. We provide a range of accredited training for professionals working with adult, teen and child victims of domestic abuse, and perpetrators; general awareness training for employers; and the Domestic Abuse Matters cultural change programme for police forces across the UK.

- In the last year we have trained 25,643 people. This includes:
 - Over 19,000 Police First Responders via DA Matters
 - Over 700 practitioners have completed our accredited training
 - Almost 800 people have completed our training on domestic abuse in the workplace

Trustees' annual report

For the year ended 30 June 2023

- We've now delivered the DA Matters cultural change programme to 60,000+ police officers to date, to build capacity and understanding of the dynamics of domestic abuse. DA Matters has now been delivered to all of Wales and Scotland and 75% of forces in England. Just 9 of the 43 police forces across England and Wales are yet to adopt DA Matters, and 4 are already planning to work with us in 2023/24. Independent evaluation by Hull University indicates positive and sustained impact with a 41% increase in arrests for coercive control.
- We continued to build workforce skills through our course, Engaging with Those That Harm, assessing the readiness for behaviour change. We've trained over 325 people to date; an evaluation of this training is underway.
- We worked with H.O.P.E Training & Consultancy, supporting their leadership programmes to build capacity among professionals from racialised communities working across the Violence Against Women and Girls (VAWG) sector, and to increase cultural competency amongst white leaders.

Progress against and achievements in our 5 key strategic priorities in 2022/23 has been as follows:

Strategic Priority 1: Act before someone harms or is harmed

To stop domestic abuse, for everyone, for good, we must intervene sooner, and prevent harm being caused in the first place.

To support this, we're developing our understanding of how harming behaviour begins. We're also equipping young people and adults with the knowledge and confidence to identify early warning signs of abuse, so they can enjoy healthier relationships.

Safe Young Lives ("SYL")

- Our Safe Young Lives programme is discovering, understanding, designing and developing learning and interventions which are informed by the voice and experiences of young people.
- Three of the four projects within our SYL programme have been completed in the period: Your Best Friend ("YBF"), Relationships & Sex Education ("RSE") and Verge of Harm(ing).
- Young people have fed into all four of our SYL projects – YBF, Sound of Silence, RSE and Verge of Harm(ing). We've worked with ca. 100 young people in-depth. This includes ca. 20 young people who contribute their authentic voice as Changemakers. Overall, 700 young people have directly engaged with our work and a further 2,000 have had input such as responding to surveys and interviews.

Your Best Friend ("YBF")

- YBF is empowering girls, young women and non-binary young people with the knowledge and confidence to spot abuse in their intimate relationships.
- Our YBF project had huge reach: Our #FriendsCanTell campaign reached over 5.2 million young women, girls and non-binary young people – five times our target of one million.
- #FriendsCanTell was part of our YBF project (funded by the Tampon Tax) developed in response to young people not knowing where to go, what to say or who to turn to if they are worried about their friend. The brilliant young people we worked with designed the application and assessment processes for our Your Best Friend Fund, and led on each and every funding decision taken, working together in a series of grant-making panels.
- We supported 38 diverse grassroots projects to create peer to peer support.

Relationships & Sex Education ("RSE")

- We worked with young people and schools exploring the impact of RSE curriculum, sharing findings with the Department for Education's latest review.

Trustees' annual report

For the year ended 30 June 2023

- We heard from more than 1,000 students and 60 RSE teachers in secondary schools in England through a series of surveys, interviews and focus groups.
- Only 46% of students feel confident about who to talk to if they or someone they know is experiencing abuse.
- Just 24% of young people recall being taught about 'coercive control' in RSE classes and as little as 13% believe this topic was taught well.
- The majority of LGBT+ students (61%) disagree that LGBT+ relationships are being threaded throughout RSE, as is legally required by the guidance.
- Young people told us that they want more from their RSE classes. Students want 'more relevant examples' (47%), 'more open discussions' (44%) and 'more regular classes' (42%).
- Only 58% of teachers surveyed believed they have sufficient training to teach RSE effectively.

Verge of Harm(ing)

- Verge of Harm(ing) is an ambitious research project that is exploring how and why people start using harmful behaviours.
- We researched with young people on the very of harming behaviour and what might influence them, sharing findings with hundreds of practitioners.
- 30% of young people completing the survey said they had used harmful behaviours in a relationship. Of these, 41% said they had used harmful behaviours in a romantic relationship, and 47% said they had used harmful behaviours with a family member.

Changemakers

- We involved over 3,000 young people, sharing their voices to influence change, including Changemakers panel of young advocates.
- We organised a meeting between Changemakers and the Shadow Domestic Abuse Minister, Jess Phillips MP. The Changemakers brought with them a set of recommendations about how the police should respond to young people, and we are continuing engagement with the Shadow Minister on this point.

Care journey project

- Our Incubator Team – our 'engine room' for new thinking – has included in its work further exploring the experiences of young survivors in the care system. Our Care Journey project found a lack of data around looked after children and harmful behaviours in intimate relationships, and how experience of domestic abuse impacted this. We have adapted our Insights outcome measurement tool so that our dataset includes questions around care experience; this data is the first of its type and will inform our work as we move forward.

Men and boys

- To end domestic abuse, we need to bring men and boys into the conversation.
- We explored how men and boys can help end abuse, engaging with ca. 40 organisations to develop an informal coalition of specialists who work from a perspective of boys and men's wellbeing, development and support.

Strategic Priority 2: Identify and stop harmful behaviour

To stop domestic abuse, for everyone, for good, we have to tackle the behaviour of those who harm. We know that many move from one victim to the next, harming multiple families across different relationships.

To achieve this, we also need to change our societal narrative from 'Why doesn't she leave?' to 'Why doesn't he stop?' In the 21st century, it's outdated and unjust to place the onus on women, who are disproportionately affected by all domestic abuse, to exit relationships and disrupt family lives. Addressing abusive behaviour directly is the contemporary response we advocate for.

Drive

- The Drive Partnership with Respect and Social Finance works with local systems to challenge and support high risk, high harm perpetrators of abuse to change their behaviour through intensive one to one work and case management, with Idva support for the victim/survivors to ensure joined up working and safety.
- We have continued the delivery of the Drive project across 10 Police and Crime Commissioner areas.

Trustees' annual report

For the year ended 30 June 2023

- We have reached over 5,000 people through Drive to date, and over 15,000 adult and child survivors.
- We secured further multi-year Home Office and Lottery funding for Drive, showing how highly this intervention is regarded.
- We shared learning through two Drive Partnership conferences – July and November 2022 – and a Drive Restart event at London's City Hall in May 2023.
- We continued influencing for systems change and steps towards addressing perpetration – building on our Call for Action which was recognised in the Government's 2022 DA Plan.

Restart

- Restart is a systems change model which provides intervention for perpetrators causing harm in families working with Children's Social Care, to prevent continued abuse via a co-ordinated multi-agency response that includes identifying and responding to patterns of domestic abuse at any earlier stage, improving safety and long-term outcomes for child and adult victim-survivors. The project is a partnership between the London Mayor's Office for Police and Crime ("MOPAC"), Respect, SafeLives, Social Finance, DAHA and Cranstoun.
- We have continued to deliver on our Restart pilot in London and are launching an independent evaluation of its first year in January 2024.

Strategic Priority 3: Increase safety for those at risk

Increasing safety for those at most risk from harm is where our work first began, and it remains at the heart of our strategic priorities. Building on this, our Whole Picture approach looks at the entirety of an individual's experiences, recognising the broader impact on families affected by domestic abuse, and the wider system that responds to them. Only by looking at the Whole Picture can we effect lasting change for future generations.

Risk-led response

- In 2024 it will be 20 years since SafeLives started the lead on scaling up the training of Independent Domestic Violence Advocates ("Idvas") and the setting up of Multi Agency Risk Assessment Conferences ("Maracs") in areas, all adopting the risk-led model of dealing with domestic abuse. There are now ca. 300 Maracs in operation across the UK, providing the backbone of the UK's response to domestic abuse, but we still don't have as many Idvas as we need to support people at high risk, despite recent Government commitments to increasing the number of Idvas by 300 by 2025. Maracs also vary widely in the way they function. Getting key policymakers to understand the processes of a well-functioning Marac is so important, so in January we ran a 'mock' Marac for Government officials to illustrate the importance of these vital systems. *"Just want to give a huge thanks for this session; such a great way of depicting the intensity and what a massive task a Marac is to undertake and deliver effective actions for the victim. I can speak on behalf of everyone at the Home Office in saying how helpful this session was in our understanding of the complexities victims face and the range of support they really need."* – Home Office official
- The Home Office confirmed our continued funding for 2023 – 2025 for our core Marac work and national practice, advice and guidance.
- We also held a webinar in May with Louisa Rolfe, Assistant Commissioner of the Metropolitan Police, about the risk-led approach, and the DARA and DASH risk identification tools.

Scotland

- It has now been 10 years since we delivered the first ever Independent Domestic Abuse Advisor ("Idaa") training in Scotland – ensuring that high-risk victims of domestic abuse had someone to walk side-by-side with them as they accessed support and safety. We have trained almost 450 learners, from over 80 different organisations (nationwide as well as small and specialist services).
- Ten years work paid off, and 2022 was also the first year that every single local authority area of Scotland had a functioning Marac in place. This can be very significantly attributed to the hard work of our Scottish team, who have engaged consistently and creatively with colleagues in the Scottish Government and the Convention of Scottish Local Authorities, to get Maracs onto a solid and consistent footing nationwide.
- We have been commissioned by the Scottish Government to map national Marac provision – this data will be used to inform the development of National Marac standards in Scotland, which is a major move forward in ensuring quality Marac provision across the country.

Trustees' annual report

For the year ended 30 June 2023

- We are also creating national standards in Scotland for DA Court Advocacy and will deliver training on these, in a highly impactful piece of work funded by the Scottish Government Justice Directorate.

Public Health Approach

- We are working with local authorities across England and Wales to map their local response to domestic abuse, helping them to improve their support for families – and to work closely and effectively alongside local survivors. A particular feature of this work concerns embedding local survivor voice and participation, especially within Domestic Abuse Partnership Boards. We are delighted that all the local areas we are working with now have survivor voice representation on these Boards. In many cases, this is the first time ever that local survivors have been meaningfully involved.
- We launched our Public Health Approach Executive Summary Report in Parliament to evidence the need for whole family provision, an event which had 100+ MPs attending. The report tells us:
 - Systems are not always responding to the whole family affected by domestic abuse
 - Too many people tell us survivors' mental health needs are not being met, and poor information sharing arrangements with some public services are re-traumatising.
 - Children are not being supported: of the 72% of survivors who had children, only 28% said their children were offered support.
 - Perpetrators are not being held to account. Only 3% of survey respondents said that the person who caused them harm had received support for their behaviour.
 - We need to take a public health approach to ending domestic abuse for the whole family
 - We want to ensure that every adult and child at risk from abuse has an effective, empathetic response that's tailored to their particular circumstances, helps them become safe and well in the long-term, operates in a way that is right for them, and that there is provision for dealing with those who cause harm.
 - The approach is already having a positive impact in local areas
 - Local areas are strategically prioritising domestic abuse as a result of thinking in this holistic way, which they may have otherwise struggled to do with existing capacity.
 - Local areas are placing the authentic voice of survivors at the heart of strategies to shape a more effective response to domestic abuse locally.
 - Local areas are getting a better understanding of gaps around multi-agency working, specialist service provision, and levels of awareness around domestic abuse.
 - It is helping local areas work more cost effectively, making better use of the resources they have. Working with the Social Value Engine to measure social value, our first pilot is showing that their work on the first two steps is delivering a £7.72 return on each £1 invested.

Visually impaired people, Vision Foundation

- 1 in 12 visually impaired people in the UK is believed to be a survivor of domestic abuse, meaning that 188,000 of the 2.19 million blind and partially sighted people living in this country have experience of domestic abuse. We were commissioned by the Vision Foundation to undertake the first ever research into the scale and nature of domestic abuse among this particularly vulnerable sector of the population.

Strategic Priority 4: Support people to live the life they want after harm occurs

Even when relationships end, many victims of domestic abuse continue to be harmed. Too often, perpetrators continue abuse through stalking, harassment and child contact disputes. Money worries and the effects of trauma can take its toll on mental health. For parents harmed by adolescent or adult children, there is no 'end' moment to a family relationship. Our work in this area mitigates these challenges, emphasising the importance of sustained support for recovery so lives can be transformed. We also support survivors to drive the change they want to see for others going through the same experience.

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Authentic Voice

- We are committed to ensuring the voices of survivors are sought, heard and have power. We have enabled a diverse range of survivors to use their voices to influence change, through opportunities to talk directly to decision makers. These survivors are called "Pioneers".
- In this period, we have supported our Pioneers to safely meet with representatives of the Home Office, the Ministry of Justice, the Labour Party's Shadow Frontbench, the Scottish Government and judges of the Central Criminal Court. There has been significant visibility for SafeLives 20 Pioneers in the period, including Pioneer Annie Gibbs' powerful contribution to the Home Office's Violence against Women & Girls campaign in December (see <https://twitter.com/ukhomeoffice/status/1601147137856663552>) and Trustee Pioneer Shana Begum meeting with The Queen Consort at Chelsea and Westminster Hospital in October.
- Pioneer Shana's top 100 event presentation was described by the Director General of the Defence Safety Authority as 'the most powerful presentation he had heard in 20 years.'
- Our Authentic Voice Panel in Scotland has helped to inform the development of the risk assessment tool Dash for people with learning disabilities, as well as feeding into research on how people with learning disabilities who are experiencing domestic abuse can access specialist support. They also helped create specialist racialised communities training for Police Scotland.

NatWest Circle Fund

- We delivered the final year of NatWest's Circle Fund distributing over 3 years £0.9m in small grants to ca. 2,500 survivors via frontline services.
- We worked with ca. 140 frontline services across the UK's four nations to distribute these vital funds, and they have been a lifeline to the families receiving them. Relatively small sums have helped to transform lives, and been used for essentials such as clothes, food, heating, or hot water. It also responds to safety needs, such as the provision of CCTV/ring doorbells, or more complex cases such as covering the cost of crisis counselling for children or helping families to relocate. The fund has shown how acute the cost-of-living issue is for survivors.

Victims Bill

- We are continuing to influence the Victims' Bill to ensure the value of Idvas is recognised. Our research findings constantly say that having an Idva is the most important service from the victim's perspective.

Family court system

- Survivors have told us loudly and clearly that the family court system is retraumatising and can actively facilitate perpetration of further abuse. The family justice system must be transformed to stop this happening and training is essential for all family court professionals so they better understand the dynamics of abuse and can respond to victims in a trauma-informed way.
- We helped increase understanding of coercive control and trauma responses through training to 320+ family legal professionals across England and Wales:
- We agreed a secondment to the Children and Family Court Advisory and Support Service ("CAFCASS") for 2023/24, so we can make change from the inside – and improve responses for survivors going through the family court system.

Non- Fatal Strangulation ("NFS")

- We worked collaboratively as a partner with the new Institute for Addressing Strangulation to support frontline responders, including police and prosecutors, to evidence the new offence of non-fatal strangulation.
- We are developing training regarding how to respond to non-fatal strangulation which was made an offence under the Domestic Abuse Act 2021 as a result of lobbying from SafeLives, survivors and other organisations in the sector. Our data (from Insights and Marac datasets) estimated that this affects 20,000 women every year in the UK, a figure that was used in discussions on this theme from the House of Lords to Radio 4's Woman's Hour and ultimately influenced policy, including funding awarded to set up a new Institute for the Management and Prevention of Strangulation, which will help to ensure responders understand, and can support, the identification, charging and prosecution of non-fatal strangulation.
- The first of a series of NFS webinars was held in April for a Police/Crown Prosecution Service audience of 500 attendees. Of 260 evaluations returned, 92% felt the webinar was very or extremely helpful; before the webinar 29% felt they had a good or very good understanding of NFS and after the webinar this

increased to 93%. 97% of the attendees agreed that the learning would impact them and their role, with just under half (47%) strongly agreeing.

Strategic Priority 5: SafeLives continues to be an effective and sustainable organisation

We are thankful to work with an amazing team of staff, Pioneers, Authentic Voice Panel members, Trustees, associates, partners, funders and supporters who all work towards ending domestic abuse, for everyone, for good.

Equity, equality, diversity and inclusion

- We are implementing the recommendations from the independent, expert review of our culture that we have commissioned.
- We saw a huge interest in the new post of Director of People and Culture, a role we created – with expert advice – to bring in additional focus in particular to help steer our EEDI work. Dawn Codrington joined us in August 2023.
- We continue to support anti-racist practice through sharing tools and resources across teams for practical and cultural change.

Organisational Development

- We are supporting staff through a climate of rising costs, maintaining our commitment to staff learning and development, and staff wellbeing through our employee assistance programme and clinical supervision.
- In December 2022, Suzanne Jacob, our CEO since late 2017, started her parental leave. Trustee Isabel Boyer agreed to extend her term as Chair. Ellen Miller joined as interim CEO in January 2023.
- Pro bono support from a management consultancy firm continues, with a particular focus on business development, including developing a training strategy and our practice consultancy offer.
- Our new website will be launched in late 2023.

Staff, Associates, Trustees and Pioneers

Our staff are the heartbeat of SafeLives, working with expertise and commitment alongside Pioneers and the Authentic Voice Panel, valued associates, and partners on a wide range of activities that take us ever closer to ending domestic abuse. The team has grown in the past year, and we now have a staff team of 115 at year end.

In the past year we have been working on developing the SafeLives culture, to build an organisation that is inclusive and supports everyone to be their whole and best selves. We are adopting restorative practice as the way we want to work in SafeLives, to create a brave space that supports people to take responsibility for their actions and be considerate of others. We have introduced mandatory training on equality and diversity and are embedding a programme that shares knowledge and best practice to support continuous learning and improvement.

We are also proud to work with a fantastic team of associates who help extend our work and impact. A huge thanks to them for their hard work this year.

Our Trustees continue to have overall responsibility for the management of the charity and guide us with their wide experience from a range of fields. 2 of our Trustees are also Pioneers, bringing their unique and invaluable perspective and insights to the Trustee board. As well as our formal Trustees, we have grown our Scottish Advisory Group, and are extremely appreciative of their time and input.

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Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist.

Our supporters

SafeLives is extremely fortunate to have the support of many generous individuals and organisations to do our work, many of whom have funded us through multi-year and repeated grants. Our philanthropic funders often invest in our newest work, trusting us to be innovative in seeking out what works for families, and giving us valuable time and flexibility to build strong and trusting relationships with survivors, small and specialist organisations and other colleagues across the sector. They are generous in many other ways, from giving expert *pro bono* advice, or introducing us to other valuable contacts – and many make the time to join Round Tables and discussions, adding their own insight.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through the support of trusts and foundations, corporates, Governments and individual givers we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

Our principal funders and supporters this year include the following, as well as other organisations who chose to remain anonymous:

- Aurum Trust
- Bleu Blanc Rouge Foundation
- Charles Russell Speechlys Foundation
- City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates
- Dulverton Trust
- Epic Foundation
- Esmée Fairbairn Foundation
- Firebird Foundation
- Private family foundation managed by Greenwood Place
- Garfield Weston Foundation
- Legal Education Foundation
- Orr Mackintosh Foundation
- Peter Cundill Foundation
- Queen Anne's Gate Foundation
- Julia and Hans Rausing Trust
- Rayne Foundation
- Kate Wilkinson & Harry Gaskell
- The Home Office
- The Department for Levelling Up, Housing and Communities
- The Scottish Government
- The Welsh Government
- The National Lottery Community Fund (England & Wales, and Scotland)
- The Department for Culture, Media and Sport, Tampon Tax Fund
- Greater Manchester Combined Authority

If you would like to support our work, please get in touch – we'd love to hear your fundraising ideas! You can contact us at fundraising@safelives.org.uk

3. Plans for future periods

2023/24 will be a challenging year for us, as we adjust to post-Covid funding levels, but it's also the opportunity to bring together our work and articulate what it looks like in practice when everybody in an area is working together, which will be our focus over the next 12 months.

Over nearly 2 decades SafeLives has worked with local and national organisations to develop the systems for responding to cases of domestic abuse, systems which have been implemented across the UK. We have defined the roles, developed and delivered the training, qualifications and quality standards and underpinned these with research and data. We have sought to amplify the voices of survivors and underline the importance of stopping harmful behaviour. This is the core of our work, and also reflects our Whole Picture strategy, making sure everyone is working together to End Domestic Abuse.

To achieve this, we've organised our work for the next year under 5 workstreams:

- A. Develop models of **multi-agency work** to improve domestic abuse understanding, prevention and response
- B. Increase **capability of frontline professionals** through training, quality frameworks and improving relationships
- C. Make sure that the **voices of survivors** are integral in how domestic abuse is understood and responded to
- D. **Speak out** for better legislation, regulation and enforcement of victims' rights and the development of an effective whole picture response
- E. We will also ensure we are an **effective and well-managed** organisation, to support delivery of these workstreams.

We also want to make sure the way domestic abuse is understood and tackled always recognises that the likelihood, response and impact are likely to be different for people with different characteristics. For example, because of different communities' experiences of the police, or where survivors' rights and credibility are diminished because they are disabled by society. All our work must start from this mindset of appreciating inequity, listening to the authentic voices of survivors and making sure we are consciously inclusive.

The main deliverables under these 5 workstreams are planned in 2023/24 as follows:

- A. Develop and deliver models of **multi-agency work**, will include:
 - Further refining, promotion and implementation the Whole Picture (Public Health) model for multi-agency responses to domestic abuse at a local level. We plan to work in at least 20 areas next year, and will also publish a Whole Picture national dataset and Annual Impact Report to encourage other areas to adopt this approach.
 - Providing continued support and development work with Maracs across the UK. This will include providing quarterly national datasets; further work to embed the Marac model in Scotland and embedding of learnings from Maracs into the design of future training. The Drive Project High Harm High Risk ("HHHR") evidence base will be updated, repeating analysis undertaken in the pilot on an expanded dataset from the longest established operational Drive Project HHHR sites. In 2023/24 the Drive team will test and evaluate adapted versions of high-harm, high-risk perpetrator services that build on learning from the Drive Project model (e.g. expanded Pan-London model, prison pilot, embedded practitioner model).
 - Producing specific practice guidance, research and materials for those working with victim survivors of domestic abuse. In particular, we aim to publish the following:
 - co-designed training, guidance and resources for working with racially minoritised young people via pilot schemes in Bolton and Sheffield
 - practice guidelines on support for Trans victims/survivors of domestic abuse

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- a toolkit for multi-agency professionals to better support visually impaired victims and survivors
- research on Rethinking Domestic Abuse in Child Protection

B. Work to increase the **capability of frontline professionals**, will include:

- Delivering our planned training programme and developing a new Training Strategy to 2025. The training plan for 2023/24 includes training over 450 Idvas/Idaas, and delivery of DA matters training to 5 of the remaining police forces.
- Delivery of existing and new quality accreditation schemes for domestic abuse services. The Leading Lights accreditation process will be reviewed and streamlined and delivered to 50 services. We also plan to continue work on accreditation systems in Scotland, including the Domestic Abuse Court Advocacy Accreditation programme.
- Delivery and facilitation of various sector discussion forums.
- Continued delivery of the Insights service, to provide front line services with meaningful improvement data. We will be reviewing how Insights works, and what the future Insights offering might look like.

C. Planned work to support the **Voices of survivors** includes:

- Sustaining, supporting the current group of Pioneers, and ensuring Pioneer and authentic voice involvement is central in all of our new projects and initiatives.
- Delivery of specifically funded and targeted authentic voice projects in Greater Manchester and Scotland.

D. **Speaking Out** in 2023/24 covers a wide-ranging programme of planned tasks, including:

- Updating and refreshing corporate narrative and key position statements, in line with board approved influencing priorities and Whole Picture strategy, and producing key content (e.g. core materials, web content)
- Preparing and delivering a response to the Victims Bill.
- Regular engagement with and lobbying of key Westminster government departments and the Scottish government on all the current issues facing the domestic abuse sector.
- Developing manifesto asks for all the major political parties ahead of the general election in 2024/2025. Meetings will be sought with key ministers and shadow ministers to discuss the asks and get their support.

E. In ensuring we are an **effective and well-managed** organisation, we will:

- Continue to work with the whole staff team on EEDi issues, and implement our new inclusion strategy.
- Manage our finances for 2023/24 in line with the approved budget, and develop a balanced budget for 2024/25.
- Develop and start to deliver on a new People Strategy.
- Start to roll out the key elements of the new Internal Communications Strategy.
- Do a full refresh of the Charity's Strategy, ready in time for our 20th anniversary celebrations in the summer of 2024.
- Continue to review and improve the Charity's governance processes and systems, and recruit a new Chair of Trustees, and 3 new Trustees.

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004, and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 2 Trustees who are remunerated for their services as Trustees and as Pioneers, all Trustees give their time voluntarily, and receive no benefits from the charity. The charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note 7 of the financial statements.

Governance

Trustees are appointed for a 3-year term that may be renewed for another 3 years, and to a subsequent third term in exceptional circumstances. Trustees are selected on the basis of their skills and experience, and to ensure an appropriate mix of skills and diversity in the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the Chief Executive Officer. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Chief Operating Officer, the Head of Finance, and other senior managers attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of three Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the Executive team and key management personnel by reference to market rates and external benchmarks.

The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel. Planning is currently underway for a new Chief Executive in the spring of 2024, when Suzanne Jacob plans to move on. 3 new Trustees and a new Chair of Trustees will also be appointed in 2024.

Full Trustee and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

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The average number of employees, on a full-time equivalent basis, for the year has increased from 98 to 108.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into 6 categories: organisational resilience – people; organisational resilience – systems; partnerships; environment; funding and delivery.

The highest risks currently on the Risk Register are the interlinked risks of environment, partnerships, funding and delivery. The impending election in 2024 could bring changes to both government policy towards and funding of the domestic abuse sector. We are also having to closely monitor our future funding, as we plan to continue drawing down our unrestricted reserves in 2023/24 down to the lower end of the target range. Partnership risk is always a relatively high risk given our reliance on partners to deliver many of our projects. We need to engage better with all our partners to ensure they fully understand our strategy and how we can best work with them.

The staffing risks noted in last year's report have reduced this year, with a lot of work happening in all teams to help manage workload and issues around EEDI. This year we have also had to consult with teams over the planned reductions to our cost base and the overall size of the staffing team going into 2023/24. This exercise went well, with staff understanding why and how we managed the workforce numbers down to an appropriate and affordable level for the start of 2023/24. (see more in section 5 Financial Review below).

SafeGuarding, Serious and Critical Incidents

We continue to take our responsibility to the safety of those who are experiencing / have experienced domestic abuse and our staff, associate team, Pioneers and Trustees seriously. We know that many of us are in both groups. The Safeguarding Committee is made up of a Designated Safeguarding Lead ("DSL"), Jo Gordon, Chief Operating Officer, Deputy Designated Safeguarding Lead ("DDSL"), Melonie Senior, Senior Practice Consultant and a dedicated team of Safeguarding Champions who have the relevant knowledge, experience, training and confidence to provide support, advice and guidance to any other staff on an on-going basis and on any specified safeguarding issue as required. Designated Safeguarding Leads and Champions renew their training every two years. All other staff, trustees and pioneers renew their training every three years. The system works effectively, and we report to the Board any issues that have been raised on a quarterly basis.

We have a serious incident policy which sets out the SafeLives emergency response arrangements. This ensures we are prepared for, respond to, and recover from, a serious incident.

We also report on any serious or critical incidents to the Board quarterly and explain what action has been taken to review and learn. There has been one serious incident referred to the Charity Commission during the last 12 months. The Charity Commission was satisfied with our response to the incident and no additional action was required.

5. Financial Review

Income

Total income in the year to June 2023 was £8,824k, representing a decrease of £359k or 3.9% on the prior year.

The main year on year income changes are as follows:

Income £000's		2022/23	2021/22	Change
Capacity building	Training	2,763	2,483	280
	Practice	1,083	587	496
	Scotland	592	318	274
Innovation	Drive	2,676	2,556	120
	Beacons	-	77	(77)
	Your Best Friend	173	930	(757)
	Other	238	688	(450)
Research		317	328	(11)
Influencing		89	169	(80)
Unrestricted grants & donations		858	892	(34)
Investment income		35	5	30
Sub-total		8,824	9,033	(209)
Covid-19 grants and donations		-	150	(150)
Total income		8,824	9,183	(359)

Income from our "traditional" sources was £8,824k or 98% of the previous year's level.

The biggest increase in income this year was towards our Practice team's work – although the Home Office have reduced our core grant, they awarded us a new 3-year grant of £1.465m to work in 2 areas looking in detail at the issues faced by children who are affected by domestic abuse. The first year of this new grant for the project called Children Affected by Domestic Abuse ("CADA") was £508k of income in 2022/23.

We have also been successful in achieving record levels of training income in 2022/23 with delivery of our largest and most diverse training programme. Additionally, we have secured more funding from the Scottish government to work on a variety of programmes and initiatives in Scotland, and the Drive programme achieved a slightly higher level of income than the previous year.

The funding of our Innovation work (including work on Safe Young Lives projects) has reduced this year, principally due to the end of the Your Best Friend project at the end of September 2022.

Unrestricted grants and donations from philanthropic sources have fallen slightly to £858k – a drop of 4%. This income, together with the contribution from a record year of fee income earning activities, has meant that the final reduction to unrestricted reserves at the end of the year was much lower than was originally expected at the outset of the financial year.

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Costs

Costs have increased by £601k from £9,201k in 2021/22 to £9,802k in 2022/23, as per the table below:

Costs £000's		2022/23	2021/22	Change
Capacity Building	Training	2,509	1,866	643
	Practice	1,027	567	460
	Scotland	593	357	236
Innovation in Practice	Drive	2,837	2,577	260
	Beacons	8	115	(107)
	Your Best Friend	166	901	(735)
	Other	701	562	139
Research		418	414	4
Influencing		468	434	34
Support		520	447	73
Governance		37	34	3
Cost of raising funds		258	179	79
NatWest Circle Fund		260	443	(183)
Covid-19 costs		-	305	(305)
Total Costs		9,802	9,201	601

The cost increase in training is reflective of the biggest year to date of training delivery (see also the income increase noted above).

Practice costs have increased this year due mainly to additional resource being used to deliver the CADA project (much of this is extra resource and cost with partner organisations delivering the work in the project's 2 areas).

The additional funding we have been awarded in Scotland has enabled us to increase the size of the Scottish team, and to broaden and deepen the team's work across Scotland.

The cost decreases on the Your Best Friend and Beacons project are due to these 2 projects finishing.

Following receipt of the £1m NatWest Circle fund in late 2019/20, a further £260k of the fund has been spent this year, split between £193k of grants to services (who in turn to make direct grants to survivors) and £67k of costs to administer the funds. The remaining funds of £6k will be used up on final project activity in 2023/24.

Project partner payments have been as follows:

Partner costs £000's	2022/23	2021/22	Change
Drive	1,773	1,720	53
Beacons	-	75	(75)
Your Best Friend	97	688	(591)
CADA	275	-	275
Other	91	51	40
Total	2,236	2,534	(298)

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Excluding these payments to our partners, and income and costs on the NatWest Circle survivor fund, the income attributable directly to SafeLives own work was £6,395k (2022: £6,206k) and the related expenditure was £7,373k (2022: £6,224k).

Deficit for the year

The deficit for the year of £(978k), was allocated £(689)k to restricted funds and £(289)k to unrestricted funds. Unrestricted funds which had been built up in the previous 2 financial years, are now being deliberately drawn down to continue otherwise unfunded work, and to reduce unrestricted reserves to be at the lower and more prudent end of the target reserves range (see below). The deficit charged to restricted funds is down to timing - with much of the income funding this year's restricted fund projects having been received in prior years

Surplus/(deficit) £000's	2022/23	2021/22	2020/21
Unrestricted (incl. designated)	(289)	336	712
Restricted	(689)	(353)	215
Total	(978)	17	927

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects for which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to enable the charity to (a) withstand any short term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified in the Risk Register, and (c) to cover any unforeseen expenditure.

A new designated fund of £294k was created in 2021/22 to ring-fence funds to enable planned work against strategic priorities, in support of the updated and refreshed strategic plan. This work has now largely finished, and the designated funds have now been fully utilised. Total reserves have reduced from last year's £3,428k to stand at £2,450k this year. The main movements on reserves are as follows:

Reserves balances £000's	30th June 2023	30th June 2022	Change
Unrestricted funds	2,063	2,218	(155)
Designated funds: strategic initiatives	-	134	(134)
Total unrestricted and designated funds	2,063	2,352	(289)
Restricted funds: NatWest Circle Fund	6	266	(443)
Restricted funds: Drive	169	379	(210)
Restricted funds: Other	212	431	(219)
Total restricted funds	387	1,076	(689)
Total funds	2,450	3,428	(978)

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Unrestricted reserves have reduced from £2,218k as at June 2022 to £2,063k at June 2023. As at June 2023, unrestricted reserves represented 4.15 months of core operating costs (2022: 5.3 months). The Trustees have set a target level of unrestricted reserves to be maintained at a level to cover 3 to 6 months' of core operating costs. Core operating costs are defined as total costs excluding (a) grants made from the NatWest Circle fund (b) payments to project partners from restricted funds and (c) variable costs of paying associates.

Following 3 years of unrestricted reserves increasing, the Trustees decided to deliberately draw down unrestricted reserves during 2022/23 in order to maintain SafeLives at its current size and capacity, and to deliver on the operating plan for 2022/23. The closing reserves position of 4.15 months of core costs is higher than what was expected at the start of the year, and so this gradual managed reduction to unrestricted reserves will continue into 2023/24 and into 2024/25.

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have reduced this year to £3,059k (2022: £4,570k). This was expected and planned for, largely due to the final year of grants on the Natwest Circle fund, and the timing of costs on a lot of projects funded via restricted funds, with income and cash having been recognised in previous years.

Financial Outlook for 2023/24

The Trustees have carefully considered the financial outlook for 2023/24 and beyond. In the expectation that SafeLives will not generate enough new "in-year" income in 2023/24 to fund the cost base going into 2023/24, a process of reducing the size of the organisation, largely through natural staff turnover and a handful of voluntary redundancies, was completed by the end of June 2023. As noted above, in 2023/24 we will also need to continue with the strategy of using unrestricted reserves to fund operations, and also into 2024/25, before we will then have a strategy of funding in year costs from in year income.

Going Concern

The Trustees have reviewed the Charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

In making this going concern assessment, the Trustees have considered how the Charity's financial and operating model continues to change and respond in the post pandemic era, as well as looking at the current inflationary and funding pressures faced by the Charity.

The going concern assessment also takes into account the charity's diverse income streams, flexible cost model and lack of any long- term borrowings or similar liabilities.

Best Practice in Fundraising

We strive to be open and transparent in our fundraising approach, and in how we obtain, store, and use donor information, with the consent of the donor. Most of our fundraising is done directly with donors and grantors, but a small proportion comes to us via other sources such as JustGiving.

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We have a fundraising complaints procedure which can be found on our website:

<http://www.safelives.org.uk/about-us/contact-us/complaints>

We also have an easy way to make a complaint directly on the fundraising area of the website. No complaints were received in 2022/23.

We strive for best practice in fundraising. None of our fundraising is aimed at potentially vulnerable people. Most of our funds come to us directly from large philanthropic and statutory funders, with a very small proportion coming to us as unsolicited funds, either from individuals directly or via sources such as Just Giving. We are registered with the [Fundraising Regulator](https://www.fundraisingregulator.org.uk/code/fundraising-promise), complying with its Fundraising Promise: <https://www.fundraisingregulator.org.uk/code/fundraising-promise>
We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives for the purposes of company law) are responsible for preparing the Trustees' annual report, including the strategic report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 applicable UK Accounting Standards and statements of recommended practice 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 presume that the charity will continue in operation

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

Trustees' annual report

For the year ended 30 June 2023

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 June 2023 was 10 (2022: 12) The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 12th December 2023 and signed on their behalf by

Isabel Boyer
Chair
12th December 2023

Independent auditors' report

To the members of

SafeLives

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on SafeLives' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are

Independent auditors' report

To the members of

SafeLives

responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using

Independent auditors' report

To the members of

SafeLives

the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Independent auditors' report

To the members of

SafeLives

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

4 January 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2023

	Note	Unrestricted £	Designated £	Restricted £	2023 Total £	Unrestricted £	Designated £	Restricted £	2022 Total £
Income from:									
Donations	2	857,721	–	–	857,721	891,844	150,000	–	1,041,844
Charitable activities									
Capacity Building	3.1	2,729,049	–	1,708,396	4,437,445	2,552,230	–	835,214	3,387,444
Innovation in Practice	3.2	1,641	–	3,085,187	3,086,828	–	–	4,251,358	4,251,358
Research	3.3	124,189	–	193,208	317,397	88,394	–	240,067	328,461
Influencing	3.4	500	–	89,138	89,638	150	–	168,525	168,675
Investments	4	34,876	–	–	34,876	5,645	–	–	5,645
Total income		3,747,976	–	5,075,929	8,823,905	3,538,263	150,000	5,495,164	9,183,427
Expenditure on:									
Raising funds	5	269,403	–	–	269,403	187,259	–	–	187,259
Charitable activities									
Capacity Building	5	2,882,353	–	1,634,065	4,516,418	2,136,036	–	909,753	3,045,789
Innovation in Practice	5	249,835	–	3,573,800	3,823,635	181,091	–	4,123,256	4,304,347
Research	5	271,532	–	176,920	448,452	224,041	–	235,117	459,158
Influencing	5	364,009	–	120,486	484,495	318,873	–	137,177	456,050
NatWest Circle Fund	5	–	–	259,746	259,746	–	–	443,091	443,091
Covid-19 related activity	5	–	–	–	–	–	305,018	–	305,018
Total expenditure		4,037,132	–	5,765,017	9,802,149	3,047,300	305,018	5,848,394	9,200,712
Net movement in funds (being net (expenditure)/income for the year)		(289,156)	–	(689,088)	(978,244)	490,963	(155,018)	(353,230)	(17,285)
Transfers between funds		133,828	(133,828)	–	–	530,215	(530,215)	–	–
Net movement in funds after transfers		(155,328)	(133,828)	(689,088)	(978,244)	1,021,178	(685,233)	(353,230)	(17,285)
Reconciliation of funds:									
Total funds brought forward	16	2,217,985	133,828	1,076,396	3,428,209	1,196,807	819,061	1,429,626	3,445,494
Total funds carried forward	16	2,062,657	–	387,308	2,449,965	2,217,985	133,828	1,076,396	3,428,209

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

Balance sheet

Company no. 05203237

As at 30 June 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	11		–		–
Current assets:					
Debtors	12	1,236,381		843,035	
Short term cash deposits	17	1,008,854		2,108,854	
Cash at bank and in hand	17	2,050,478		2,461,513	
		<u>4,295,713</u>		<u>5,413,402</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	1,845,748		1,985,193	
				<u>1,985,193</u>	
Net current assets			<u>2,449,965</u>		3,428,209
Total net assets			<u><u>2,449,965</u></u>		<u><u>3,428,209</u></u>
The funds of the charity:					
Restricted funds	16		387,308		1,076,396
Unrestricted fund	16		2,062,657		2,217,985
Designated fund	16		–		133,828
			<u>2,449,965</u>		<u>3,428,209</u>
Total charity funds			<u><u>2,449,965</u></u>		<u><u>3,428,209</u></u>

Approved by the trustees on 12th December 2023 and signed on their behalf by

Isabel Boyer
Chair

Statement of cash flows

For the year ended 30 June 2023

Reconciliation of net income to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the reporting period (as per the statement of financial activities)	(978,244)	(17,285)
Interest from investments	(34,876)	(5,645)
Increase in debtors	(393,346)	(6,640)
(Decrease)/increase in creditors	(139,445)	119,489
Net cash (used in) provided by operating activities	(1,545,911)	89,919
Cash flows from investing activities:		
Interest from investments	34,876	5,645
Net cash provided by investing activities	34,876	5,645
Change in cash and cash equivalents in the year	(1,511,035)	95,564
Cash and cash equivalents at the beginning of the year	4,570,367	4,474,803
Cash and cash equivalents at the end of the year	3,059,332	4,570,367

Analysis of cash and cash equivalents

	At 1 July 2022 £	Cash flows £	Other changes £	At 30 June 2023 £
Cash at bank and in hand	2,461,513	(411,035)	-	2,050,478
Notice deposits (less than three months)	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
Short term deposits	2,108,854	(1,100,000)	-	1,008,854
Total cash and cash equivalents	4,570,367	(1,511,035)	-	3,059,332

Notes to the financial statements

For the year ended 30 June 2023

1 Accounting policies

a) Statutory information

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees have reviewed the operating and funding environment of the Charity, and have considered the risks faced by the Charity, and have concluded that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to the following main charitable activities: Capacity Building; Innovation in Practice; Research; Influencing; NatWest Circle Fund and Covid-19 costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

k) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Notes to the financial statements

For the year ended 30 June 2023

1 Accounting policies (continued)

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Leasehold improvements Over the minimum lease period

n) Debtors

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

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

o) Cash at bank and in hand

Cash at bank and cash 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. Short term deposits are cash deposits with more than 3 months' maturity.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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.

r) Pensions

The charitable company makes defined contributions to personal pension plans for employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The company complies with the current requirements in respect of pensions auto-enrolment.

2 Donations & grants

	Unrestricted £	Designated £	2023 Total £	Unrestricted £	Designated £	2022 Total £
Grants receivable:						
Oak Foundation	-	-	-	112,500	-	112,500
Garfield Weston Foundation	100,000	-	100,000	100,000	-	100,000
Julius Gaudio Foundation	150,000	-	150,000	150,000	-	150,000
Peter Cundill Foundation	120,142	-	120,142	122,476	-	122,476
Epic Foundation	64,030	-	64,030	155,298	-	155,298
Esmee Fairbairn Foundation	140,000	-	140,000	100,000	-	100,000
Julia & Hans Rausing Trust	70,000	-	70,000	-	-	-
Lloyds Bank plc	50,000	-	50,000	-	-	-
Other donations & income	163,549	-	163,549	151,570	-	151,570
The Fidelity Foundation	-	-	-	-	150,000	150,000
	857,721	-	857,721	891,844	150,000	1,041,844

There were no restricted funds received in the current year, other than those allocated to specific charitable activities, as per note 3.

Notes to the financial statements

For the year ended 30 June 2023

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Training						
Fee income	2,411,088	–	2,411,088	2,221,658	–	2,221,658
Other Training grants	–	351,886	351,886	–	261,030	261,030
Sub-total for Training	2,411,088	351,886	2,762,974	2,221,658	261,030	2,482,688
Practice						
Fee income	193,474	–	193,474	173,939	–	173,939
Home Office – Core Functions grant	–	380,382	380,382	–	406,121	406,121
Home Office – CADA grant	–	508,649	508,649	–	–	–
Other Practice & consultancy grants	–	–	–	–	7,084	7,084
Sub-total for Practice	193,474	889,031	1,082,505	173,939	413,205	587,144
Scotland						
Fee income	124,487	703	125,190	156,633	–	156,633
Scottish Government grants	–	445,336	445,336	–	155,979	155,979
National Lottery Community Fund Scotland	–	21,440	21,440	–	–	–
Donation re Scotland work	–	–	–	–	5,000	5,000
Sub-total for Scotland	124,487	467,479	591,966	156,633	160,979	317,612
Capacity Building Total	2,729,049	1,708,396	4,437,445	2,552,230	835,214	3,387,444

3.2 Innovation in Practice

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Drive						
MOPAC	–	104,078	104,078	–	51,813	51,813
National Lottery Community Fund	–	1,247,968	1,247,968	–	1,197,232	1,197,232
The Home Office	–	171,903	171,903	–	316,451	316,451
Funding from Police & Crime Commissioners	–	159,092	159,092	–	93,170	93,170
Drive Restart (HO/MOPAC funded)	–	896,656	896,656	–	796,142	796,142
Funding from grant making trusts	–	8,750	8,750	–	–	–
Fees charged to local areas	–	87,503	87,503	–	101,512	101,512
Sub-total for Drive	–	2,675,950	2,675,950	–	2,556,320	2,556,320
Beacons						
Funding from local partners	–	–	–	–	77,213	77,213
Sub-total for Beacons	–	–	–	–	77,213	77,213
Incubator team – Aurum Trust grant	–	100,000	100,000	–	75,000	75,000
Tampon Tax Funding re Your Best Friend Project	–	172,787	172,787	–	929,528	929,528
Grant for work with Cheshire Without Abuse	–	–	–	–	154,546	154,546
Other grants and donations re Innovation work	1,256	18,250	19,506	–	5,000	5,000
Safe Young Lives – Lloyds Bank Group grant	–	–	–	–	330,000	330,000
Safe Young Lives – Other grants & fees	385	118,200	118,585	–	123,751	123,751
Innovation in Practice Total	1,641	3,085,187	3,086,828	–	4,251,358	4,251,358

3.3 Research

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Fee income	124,189	–	124,189	88,394	57,481	145,875
Home Office – Core Functions grant	–	178,358	178,358	–	105,879	105,879
Other grants for Research team	–	14,850	14,850	–	76,707	76,707
Research Total	124,189	193,208	317,397	88,394	240,067	328,461

3.4 Influencing

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Grants and fees re public affairs & comms work	500	57,888	58,388	150	140,400	140,550
Donation re public affairs work	–	31,250	31,250	–	28,125	28,125
Influencing Total	500	89,138	89,638	150	168,525	168,675

4 Income from investments

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Bank interest	34,876	–	34,876	5,645	–	5,645
Income from investments Total	34,876	–	34,876	5,645	–	5,645

Notes to the financial statements

For the year ended 30 June 2023

5 Analysis of expenditure

2023	Expenditure					Charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total Income	
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	257,950	-	-	11,453	269,403	269,403	-	-	269,403	
Charitable Activities										
Capacity Building										
Training	2,487,081	22,228	-	286,066	2,795,375	2,440,667	-	354,708	2,795,375	
Practice	752,082	275,250	-	58,398	1,085,730	207,709	-	878,021	1,085,730	
Scotland	528,779	63,947	-	42,587	635,313	233,977	-	401,336	635,313	
	3,767,942	361,425	-	387,051	4,516,418	2,882,353	-	1,634,065	4,516,418	
Innovation in Practice										
Drive	1,063,920	1,715,333	58,000	49,321	2,886,574	-	-	2,886,574	2,886,574	
Beacons	7,483	-	-	1	7,484	-	-	7,484	7,484	
Your Best Friend	68,688	97,215	-	7,050	172,953	-	-	172,953	172,953	
Other innovation projects	438,030	-	-	32,853	470,883	249,331	-	221,552	470,883	
Safe Young Lives	263,437	-	-	22,304	285,741	504	-	285,237	285,741	
	1,841,558	1,812,548	58,000	111,529	3,823,635	249,835	-	3,573,800	3,823,635	
Research	418,205	-	-	30,247	448,452	271,532	-	176,920	448,452	
Influencing	463,319	5,000	-	16,176	484,495	364,009	-	120,486	484,495	
NatWest Circle Fund	67,246	192,500	-	-	259,746	-	-	259,746	259,746	
Covid-19 related activity	-	-	-	-	-	-	-	-	-	
Total expenditure 2023	6,816,220	2,371,473	58,000	556,456	9,802,149	4,037,132	-	5,765,017	9,802,149	

2022	Expenditure					Charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total Income	
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	179,042	-	-	8,217	187,259	187,259	-	-	187,259	
Charitable Activities										
Capacity Building										
Training	1,857,304	9,000	-	158,886	2,025,190	1,749,832	-	275,358	2,025,190	
Practice & consultancy	566,478	-	-	65,147	631,625	209,665	-	421,960	631,625	
Scotland	337,387	19,074	-	32,513	388,974	176,539	-	212,435	388,974	
	2,761,169	28,074	-	256,546	3,045,789	2,136,036	-	909,753	3,045,789	
Innovation in Practice										
Drive	856,699	1,687,996	31,997	70,986	2,647,678	-	-	2,647,678	2,647,678	
Beacons	40,745	-	74,813	526	116,084	-	-	116,084	116,084	
Your Best Friend	213,100	687,753	-	28,509	929,362	-	-	929,362	929,362	
Other innovation projects	338,844	-	-	28,358	367,202	181,091	-	186,111	367,202	
Safe Young Lives	216,994	-	5,629	21,398	244,021	-	-	244,021	244,021	
	1,666,382	2,375,749	112,439	149,777	4,304,347	181,091	-	4,123,256	4,304,347	
Research	414,328	-	-	44,830	459,158	224,041	-	235,117	459,158	
Influencing	416,138	17,900	-	22,012	456,050	318,873	-	137,177	456,050	
NatWest Circle Fund	43,091	400,000	-	-	443,091	-	-	443,091	443,091	
Covid-19 related activity	305,018	-	-	-	305,018	-	305,018	-	305,018	
Total expenditure 2022	5,785,168	2,821,723	112,439	481,382	9,200,712	3,047,300	305,018	5,848,394	9,200,712	

Support and governance costs

	2023 Support	2023 Governance	2023 Support & governance	2022 Support	2022 Governance	2022 Support & governance
	£	£	£	£	£	£
Direct Staff Costs	391,743	13,914	405,657	332,265	12,480	344,745
Delivery Costs	25,955	4,306	30,261	19,887	4,518	24,405
IT Costs	87,002	-	87,002	81,975	-	81,975
Office Costs	14,696	-	14,696	12,917	-	12,917
Other Costs	-	18,840	18,840	-	17,340	17,340
	519,396	37,060	556,456	447,044	34,338	481,382

Notes to the financial statements

For the year ended 30 June 2023

6 Net income / (expenditure) for the year

This is stated after charging:

	2023 £	2022 £
Operating lease rentals:		
Property – lease	40,958	40,958
Other	1,724	1,825
Auditors' remuneration (excluding VAT):		
Audit – current year	15,700	13,650
	<u>68,382</u>	<u>56,233</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	3,948,346	3,398,241
Redundancy and termination costs (£47,240 settled and paid in year, £12,437 accrued and paid in next financial year)	59,677	–
Social security costs	410,894	343,804
Employer's contribution to defined contribution pension schemes	237,258	192,800
	<u>4,656,175</u>	<u>3,934,845</u>
Costs related to self employed associates	1,374,838	1,325,598
	<u>6,031,013</u>	<u>5,260,443</u>

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2023 No.	2022 No.
£70,000 – £79,999	2	3
£80,000 – £89,999	2	1
	<u>4</u>	<u>4</u>

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £410,321 in respect of 5 employees (2022: £343,691 in respect of 4 employees).

One Trustee, Ursula Lindenberg, received £330 remuneration during the year for services provided as a Trustee (2022: £495). The same Trustee and another Trustee (Shana Begum) also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Ursula Lindenberg received £361 for fees and expenses as a Pioneer (2022: £444), and Shana Begum received £1,800 for fees and expenses as a Pioneer (2022: £926).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £1,476 (2022: £2,464) incurred by 6 (2022: 10) members relating to attendance at meetings of the trustees.

Pensions

	2023 £	2022 £
Pension amounts outstanding at 30th June	–	25,444
	<u>–</u>	<u>25,444</u>

8 Staff numbers

The average number of employees (based on headcount) during the year was 120 (2022: 108).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2023 No.	2022 No.
Fundraising	4	3
Capacity building	46	36
Innovation in practice	29	28
Research	9	10
Influencing	7	8
Support	15	13
	<u>110</u>	<u>98</u>

Notes to the financial statements

For the year ended 30 June 2023

9 Related party transactions

As noted in note 7 above, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustee. Ursula Lindenberg and Shana Begum also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

There were no amounts owing to or from any related party as at 30 June 2023 (2022: none).

During the year, SafeLives received no donations from connected parties (2022: none).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	-	-
At the end of the year	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	-	-
At the end of the year	36,237	36,237
Net book value		
At the end of the year	-	-
At the start of the year	-	-

All of the above assets are used for charitable purposes.

12 Debtors

	2023 £	2022 £
Trade debtors	448,788	142,704
Other debtors	16,973	19,857
Prepayments	133,769	35,557
Accrued income	636,851	644,917
	1,236,381	843,035

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	270,348	304,155
Taxation and social security	100,279	117,079
Other creditors	16,680	47,533
Accruals	619,037	789,455
Deferred income (note 14)	839,404	726,971
	1,845,748	1,985,193

Notes to the financial statements

For the year ended 30 June 2023

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2023 £	2022 £
Balance at the beginning of the year	726,971	1,067,628
Amount released to income in the year	(726,971)	(1,067,628)
Amount deferred in the year	839,404	726,971
Balance at the end of the year	839,404	726,971

Deferred income is in respect of the following:

	2023 £	2022 £
Fee income (Training, Insights and Consultancy)	663,985	554,055
Other projects (grants)	175,419	172,916
	839,404	726,971

15a Analysis of net assets between funds (current year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	–	2,062,657	387,308	2,449,965
Net assets at 30 June 2023	–	2,062,657	387,308	2,449,965

15b Analysis of net assets between funds (prior year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	133,828	2,217,985	1,076,396	3,428,209
Net assets at 30 June 2022	133,828	2,217,985	1,076,396	3,428,209

Notes to the financial statements

For the year ended 30 June 2023

16a Movements in funds (current year)

	At 1 July 2022 £	Income £	Expenditure £	Transfers £	At 30 June 2023 £
Restricted funds:					
Capacity Building					
Training					
Training grants	48,024	351,886	354,708	-	45,202
Practice					
Core Functions grant	-	380,382	380,382	-	-
CADA grant	-	508,649	497,639	-	11,010
Scotland					
National Lottery Community Fund Scotland	-	21,440	20,400	-	1,040
Scottish government grants	1,918	446,039	380,936	-	67,021
Capacity Building Total	49,942	1,708,396	1,634,065	-	124,273
Innovation in Practice					
Drive	379,498	2,675,950	2,886,574	-	168,874
Beacons	7,484	-	7,484	-	-
Incubator team – Aurum Trust grant	10,253	100,000	110,253	-	-
Tampon Tax Funding re Your Best Friend Project	166	172,787	172,953	-	-
Grant for work with Cheshire Without Abuse	101,643	-	101,643	-	-
Other grants and donations re Innovation work	-	18,250	9,656	-	8,594
Safe Young Lives – Lloyds Bank Group grant	212,761	-	182,986	-	29,775
Safe Young Lives – Other grants	12,243	118,200	102,251	-	28,192
Innovation in Practice total	724,048	3,085,187	3,573,800	-	235,435
Research					
Core Functions grant	-	178,358	158,358	-	20,000
Fee income	-	-	-	-	-
Other grants	4,950	14,850	18,562	-	1,238
Research total	4,950	193,208	176,920	-	21,238
Influencing					
Grants & donations	31,348	89,138	120,486	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	266,108	-	259,746	-	6,362
Total restricted funds	1,076,396	5,075,929	5,765,017	-	387,308
General/unrestricted funds	2,217,985	3,747,976	4,037,132	133,828	2,062,657
Designated funds:					
Strategic initiatives	133,828	-	-	(133,828)	-
Total designated funds	133,828	-	-	(133,828)	-
Total funds	3,428,209	8,823,905	9,802,149	-	2,449,965

The transfer of costs from unrestricted funds to designated funds is in relation to costs incurred on the strategic initiative projects set up at the end of the prior year.

Notes to the financial statements

For the year ended 30 June 2023

16b Movements in funds (prior year)

	At 1 July 2021 £	Income £	Expenditure £	Transfers £	At 30 June 2022 £
Restricted funds					
Capacity Building					
Training					
Training bursaries & grants	62,352	261,030	275,358	–	48,024
Practice and Consultancy					
Core Functions	–	406,121	406,121	–	–
Other grants	8,755	7,084	15,839	–	–
Scotland					
National Lottery Community Fund Scotland	53,374	–	53,374	–	–
Scottish Government grants	–	155,979	154,061	–	1,918
Donation re Scotland work	–	5,000	5,000	–	–
Capacity Building Total	124,481	835,214	909,753	–	49,942
Innovation in Practice					
Drive	470,856	2,556,320	2,647,678	–	379,498
Beacons	46,355	77,213	116,084	–	7,484
Incubator team – Aurum Trust grant	28,818	75,000	93,565	–	10,253
Tampon Tax Funding re Your Best Friend Project	–	929,528	929,362	–	166
Grant for work with Cheshire Without Abuse	34,643	154,546	87,546	–	101,643
Other grants and donations re Innovation work	–	5,000	5,000	–	–
Safe Young Lives – Lloyds Bank Group grant	–	330,000	117,239	–	212,761
Safe Young Lives – Other grants	15,274	123,751	126,782	–	12,243
Innovation in Practice total	595,946	4,251,358	4,123,256	–	724,048
Research					
Core Functions	–	105,879	105,879	–	–
Fee income	–	57,481	57,481	–	–
Other grants	–	76,707	71,757	–	4,950
Research total	–	240,067	235,117	–	4,950
Influencing					
Grants & donations	–	168,525	137,177	–	31,348
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	709,199	–	443,091	–	266,108
Total restricted funds	1,429,626	5,495,164	5,848,394	–	1,076,396
General/unrestricted funds	1,196,807	3,538,263	3,047,300	530,215	2,217,985
Covid-19 fund	525,561	150,000	305,018	(370,543)	–
Strategic initiatives	293,500	–	–	(159,672)	133,828
Total designated funds	819,061	150,000	305,018	(530,215)	133,828
Total funds	3,445,494	9,183,427	9,200,712	–	3,428,209

Cost transfers have been made from unrestricted funds to designated funds (a) in respect of work and activity funded by Covid-19 grants, and (b) work undertaken on the strategic initiatives identified and set up at the end of 2021/22. The Covid-19 fund was fully used up by the end of 2021/22, and the strategic initiative fund by the end of 2022/23.

16 Movements in funds (continued)**Purposes of principal restricted funds****Capacity Building****Training bursaries & grants**

Grants have been received from the Welsh Government, the Institute for Addressing Stranquulation and the Legal Education Foundation to develop and deliver various training courses.

Practice

The Practice team provides support and resources to help Maracs and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Practice team's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

The Practice team this year has been awarded a new grant from the Home Office to work in two areas looking into all of the issues faced by Children Affected by Domestic Abuse ("CADA").

Scottish grants

The Scottish Government continues to provide grants to support most aspects of our work in Scotland. The National Lottery in Scotland is supporting us on authentic voice work in Scotland.

Innovation in Practice**Drive**

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas.

Beacons

The funding for this project and the project has now ceased.

Incubator Team

This team was established towards the end of 2018/19 to come up with ideas with respect to professional practice, and to test those ideas internally initially, and then with selected partners, before seeking to go to wider audiences.

Your Best Friend Project

In 2020/21 The Tampon Tax fund awarded us just under £1.5m to work with partners across England and Wales over 2 years and develop knowledge and confidence within young people to recognise and respond to domestic abuse.

Safe Young Lives

Funding has been awarded from several grant making trusts to help us research the issues around young people and domestic abuse – and in response to those insights, to formulate ideas and policies to address the issues identified.

Research

A significant part of the Research team's general work is funded from the Home Office "Core Functions" grant. This grant is supplemented by other restricted fee income and grant income in respect of specific research projects, which are commissioned by partners from time to time.

Influencing

The Public Affairs team's work on influencing and shaping policy in our sector is funded by several grants and a recurring donation.

NatWest Bank PLC Survivor fund

At the end of 2019/20, NatWest Bank PLC granted us £1m to be used over the next 3 years in making sub-grants to frontline services, who in turn would use the funds to provide direct financial assistance to the victims of domestic abuse and their families.

17 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property 2023 £	2022 £	Other 2023 £	2022 £
Less than one year	42,504	42,504	1,858	1,858
One to five years	88,550	131,054	3,870	5,728
	131,054	173,558	5,728	7,586

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

SAFELIVES

England & Wales - Charity number 1106864

Accounts

Company number:	05203237
Charity number:	1106864
Scottish charity ref:	SCO48291

SafeLives

Report and financial statements

For the year ended 30 June 2022

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Reference and administrative information

For the year ended 30 June 2022

Company number	05203237
Countries of incorporation	England and Wales
Charity number	1106864
Scottish charity reference	SCO48291
Countries of registration	England, Wales, and Scotland

Registered office and operational address	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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Patron	HRH The Queen Consort
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Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
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Isabel Boyer	(Chair)	
Alexandra Butler	(Vice Chair)	
Eva Bari	Appointed	1 st October 2021
Shana Begum	Appointed	1 st October 2021
Zoe Billingham	Appointed	1 st October 2021
Margaret Blyth	Resigned	1 st October 2021
Liz Hughes		
Ursula Lindenberg		
Andrew May	Resigned	15 th March 2022
Uzair Patel		
Kelly Rust	Resigned	20 th September 2022
Rebecca Spencer		
Takki Sulaiman		
Tim Symington	Appointed	1 st October 2021

Key management personnel	Suzanne Jacob	Chief Executive
	Jo Silver	Director of Quality and Innovation
	Liz Thompson	Director of External Relations
	Jo Gordon	Chief Operating Officer
	Kyla Kirkpatrick	Director of Drive Programme

Bankers	NatWest Bank PLC South West RCSC, 740 Waterside Drive Aztec West Bristol BS99 5BD
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Reference and administrative information

For the year ended 30 June 2022

Solicitors

Ramsay Paterson
Lynwood
Newland Garden
Sherborne, Dorset
DT9 3AF

Anthony Collins Solicitors LLP
134 Edmond Street
Birmingham
B3 2ES

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

The Trustees present their report and the audited financial statements for the year ended 30 June 2022. This has been another very important year for SafeLives, as we have continued to develop and deliver existing and new work in line with our Strategy "The Whole Picture". Our thanks go to, pioneers, staff, funders, partner agencies and all other stakeholders for their part in delivering another successful year and supporting SafeLives throughout this year.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

1. Objectives and activities

The objects for which the charity is established are to advance for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies, and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the progress of the activities that underpin each strategic priority and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

In 2018 we published our strategy: The Whole Picture, which sets out our five strategic priorities:

- Act before someone harms or is harmed
- Identify and stop harmful behaviour
- Increase safety for those at risk
- Support people to live the lives they want after harm occurs
- Continue to be an effective and sustainable organisation

We believe that domestic abuse can be stopped. Stopped before it starts. Stopped before it ruins lives. Each year over two million people in the UK experience domestic abuse. Not one of them should have to wait until they're in crisis before we pay attention. Domestic abuse is never all of someone's experience or situation. We must see the whole picture – for the whole person, the whole family, the whole community, and the whole of society.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?' This principle applies whatever the sex of the victim or perpetrator and whatever the nature of their behaviour.

2. Achievements & Performance

Influencing UK policy

Influencing and shaping UK policy is a vital aspect of our work towards ending domestic abuse, for everyone, for good. We do this in a number of ways, from providing evidence for policy consultations to presenting research and good practice at events across the UK.

After years of careful policy and public affairs work we are pleased that many of our priorities are reflected in the Westminster Government's Domestic Abuse Act (2021) and Tackling Domestic Abuse Plan (2022). The Plan recognises the vital importance of Idvas (independent domestic abuse advisors) in supporting victim survivors of domestic abuse to access the range of services they need to reach safety. The Plan also recognises the need to focus on early prevention and tackling perpetrators, which we believe are essential elements in stopping harm.

As part of the Drive Partnership with Respect and Social Finance, we published a set of recommendations for the Domestic Abuse Perpetrator Strategy for England and Wales, calling for investment in perpetrator interventions and recognising that a joined-up approach is needed to safeguard victims and families and stop abuse. We are pleased many of our recommendations have been reflected in the new legislation and the Domestic Abuse Plan, and we will be working on securing effective approaches and interventions in the year ahead.

It is significant progress that the Strategic Policing Requirement for England and Wales now establishes domestic abuse as a priority alongside other serious crimes, and we will continue to work on ensuring it is funded and resourced accordingly.

We have submitted evidence to the Victim's Bill (2022) consultation and gave oral evidence to the pre-legislative scrutiny committee in the summer. We welcome the inclusion of a statutory definition of Idvas in the draft, as well as the duty on local authorities, police and crime commissioners and the NHS to collaborate on commissioning support services. We are continuing to call for a firewall between migrant victims of domestic abuse with insecure immigration status and immigration enforcement officials.

In September 2021 we submitted to [Government Investing to save : Domestic abuse and the Comprehensive Spending Review](#) which demonstrates the human and financial cost of failing to invest in tackling domestic abuse. We will continue to call for the Government to take a pan-departmental view of domestic abuse, as a joined-up approach is essential to stopping domestic abuse by investing in prevention, a multi-agency response for the whole family, a trauma-informed family justice system, and a focus on tackling perpetrators.

Building capabilities at the frontline

Developing knowledge and skills

Delivering training to upskill practitioners is essential to building capabilities at the frontline, so that victims and families get the best possible advice and support.

Our delivery of training increased significantly last year, and now comprises around one third of our income. In total we trained nearly 14,000 people in a wide range of aspects of domestic abuse.

Victims of domestic abuse overwhelmingly rated Idvas as the best of all professional services available to them, demonstrating how critical this role is in aiding victims to reach safety and access the support they need. We were delighted to be able to scale up our flagship accredited Idva training programme this year, doubling the number of Idvas we trained to 367.

Building on the Engage model we piloted in our Beacon sites, we have been working with MyCWA and psychologist Emily Alison to develop an accredited and non-accredited course for frontline professionals on engaging with those who harm. 200 learners completed the course in Cheshire and Tameside this year, and it will be delivered in North Wales in 2022-23.

As a result of working with local systems to improve their response to domestic abuse we are also seeing an increase in local authority interest for whole family training, which we delivered to social care teams in several areas in England in the past year.

We also offer bespoke training, tailored to the needs of local systems and services, which we delivered to more than 2,000 learners across the UK last year, on subjects including domestic abuse awareness, Marac (Multi-agency risk assessment conferences), young people, sexual violence, safety planning, and the Dash tool.

Domestic Abuse Matters

The Domestic Abuse Matters culture change programme for the police has gone from strength to strength in the past year. We have now trained the entire police forces of Scotland and Wales in Domestic Abuse Matters. We continued to work with Thames Valley, Gwent, Dorset and Cleveland, and started work with forces in North and South Wales, North Yorkshire, South Yorkshire, Cumbria, Avon and Somerset, and the City of London. We also delivered an ambitious programme to the Metropolitan Police, providing 312 sessions over 13 weeks to nearly 7,000 officers.

Since we started implementing the programme in 2015 we have delivered training to more than 38,000 officers in 30 different forces. Through this period the programme has been evolved to incorporate legislative changes including the new Domestic Abuse Act.

We have also been delivering Workshops for Cops in England and Wales since the beginning of the pandemic to improve the police's response to violence against women, which was commended by the College of Policing as an example of innovative practice.

In Scotland, with the Domestic Abuse Co-ordination Unit, we have developed an eLearning package for Police Scotland's champions network comprising six sessions on children, trauma, tech abuse, South Asian women's experience, multi-agency systems for keeping people safe, and the application of Domestic Abuse Scotland Act.

Supporting frontline services

Safe Lives community

Our community platform provides the perfect space to connect with more than 3,000 frontline workers and other professionals working in the domestic abuse sector.

Safer Sooner network

This year we launched the Safer Sooner network for domestic abuse professionals in Scotland. Already 76 professionals from the public and third sector have joined to share good practice, experiences and challenges.

Recruitment and retention in the sector

In building capability at the frontline we must recognise the challenges of working in the domestic abuse sector, and ensure we are collectively supporting the workforce. In the summer we hosted the Great Resignation event to discuss recruitment and retention in the domestic abuse sector. More than 40 sector leaders attended and shared their views. We are now exploring funding opportunities to take forward workforce development.

Progress against and achievements in our 5 key strategic priorities in 2021/22 has been as follows:

Strategic Priority 1: Act before someone harms or is harmed

Increasingly our focus is on stopping domestic abuse before it starts, to prevent harm, and reduce its the lifelong and generational impact.

Safe Young Lives

Over the past year we have continued build our Safe Young Lives programme – a connected range of projects that aim to promote healthier behaviours and attitudes towards relationships in young people, as well as developing our understanding of how and why abusive behaviours begin, so appropriate action can be taken to prevent harm occurring. In the coming year we will be developing a five-year strategy for our Safe Young Lives programme, consolidating our learning from the research we have done and projects we have successfully implemented.

Putting survivor voices at the heart and start of our work is one of our core principles, so young people have been involved every step of the way, from steering the direction of travel to developing survey questions and designing campaigns.

Sound of Silence Panel

As well as involving young people throughout our Safe Young Lives Programme, this year we have evolved the Sound of Silence panel, which brings together young changemakers to influence how organisations in the sector work with young people.

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This year, the panel's work has included:

- Contributing to the consultation of the Victim's Bill
- Doing a Newsround interview about toxic relationships
- Listening rooms with the police, sharing young people's views with them
- Consultation regarding plans to bring men and boys into the domestic abuse conversation

Your Best Friend

Your Best Friend is an ambitious and innovative £1.5 m Tampon Tax-funded project involving 11 partners that is equipping girls and young women and gender diverse people with the knowledge to spot red flags in their friends' intimate relationships and give them the confidence to offer support.

Last summer we conducted a comprehensive survey to build our understanding of the challenges young people face in their relationships - and the results were eye-opening.

Controlling behaviours are so commonplace, and confused with socially-accepted ideas of love, that they're seen as normal or even desirable – and this prevents young people from recognising signs of abuse. The survey also found that young people are worried about their friends' relationships, but don't know how to have a conversation about their concerns.

Key insights for us and the wider domestic abuse sector when engaging with young people is that they have a completely different language for describing abusive behaviours. Girls and young women and gender diverse people get their information from Instagram, TikTok and Snapchat, and they are highly unlikely to seek support from traditional domestic abuse services.

The abuse young people are experiencing is widespread, and it is concerning that they are developing attitudes towards relationship dynamics that are likely to cause harm throughout their lives.

Over the past year the Your Best Friend partnership has been working with young people to take action to address this epidemic of abuse. Young people have designed and launched a multimedia campaign comprising a [film](#), podcasts, workshops, animation, and graphics, placed where young people spend their time such as shopping centres and cinemas, and across [Instagram](#), [TikTok](#), Twitter, Facebook and Snapchat. The campaign has reached more than 1 million young people in the UK. The interactive Snapchat campaign invited young people to add their comments, crowdsourcing more than 150 replies, and 25,000 young people swiped to access more information about toxic relationships.

Building on the campaign, Your Best Friend has awarded £300,000 to 38 grassroots organisations in England and Wales to take the research findings into communities and work directly with local young people to build positive attitudes about healthy intimate relationships.

These organisations are best placed to make a real impact for the young people in their communities. This funding will be spent on a wide range of innovative initiatives, testing out new ways to engage with young people, and reaching marginalised groups. Resources produced by the grassroots organisations will be published on the Your Best Friend website and learning about approaches shared to inform future work with young people.

Relationship and sex education (RSE) research project

We were funded to undertake an exploratory study into how the new healthy relationships curriculum in schools has been developed, resourced and delivered – and how it is experienced by young people. We believe how RSE is delivered in schools could provide solid foundations for building healthy attitudes towards relationships and have a lifelong impact.

We worked with young people to develop the research programme and invited teachers delivering the curriculum across England and Wales to share their views. The findings will be published in Autumn 2022.

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We have recognised that to end domestic abuse we need to bring men and boys into the conversation. In 2019 we started engaging with men and boys about their attitudes and behaviours, and since produced a [resource pack](#), [podcast](#) and [webinar](#) to support practitioners, have conversations with young people they work with. We have now started work to build a coalition of organisations that work in men and boys' spaces so that together we can tackle the misogyny that paves the way to perpetrating violence against women and girls. We have had conversations with a broad range of stakeholders, and found that there is no single pathway into harmful behaviour for men and boys, but that the presence of several factors is often associated with use of abuse:

- Exposure to violence in childhood
- Presence of community norms that support gendered violence
- Alcohol and substance misuse
- Harmful ideas of masculinity and gender norms
- Extra-familial exploitation

Strategic Priority 2: Identify and stop harmful behaviour

After many years campaigning the narrative about domestic abuse and violence against women and girls is beginning to change, with increasing recognition that perpetrators must be held to account for their behaviour and actions.

Drive Partnership

As part of the Drive Partnership, we published [A Domestic Abuse Perpetrator Strategy for England and Wales](#), calling for investment in perpetrator interventions and recognising that a joined-up approach is needed to safeguard victims and families and stop abuse. We are pleased that the recently published [Tackling Domestic Abuse Plan](#) (March 2022) reflects many of our recommendations, and as part of the Drive Partnership we will be working on securing effective approaches and interventions in the year ahead.

The Drive Partnership's National Systems Change team has also continued to work on the four previously identified key systemic gaps:

- Children's Social Care (CSC) – both changing general CSC policy and practice and working with children associated with Drive (high-risk, high-harm perpetration)
- Racialised Communities – focusing on workforce and leadership development and building the evidence base for culturally responsive intervention
- Housing – Restart (see below) and exploring interest and opportunities to develop the feasibility of social investment in housing pathways/models for perpetrators
- LGBT+ communities - conducting a literature overview and a deep dive audit of relevant Drive cases to develop an action plan to address identified themes

The Drive Partnership has gone from strength to strength, delivering the ground-breaking Drive Project intervention for high-risk, high-harm perpetrators of domestic abuse in 10 areas across England and Wales this year, and developing Restart, a new partnership-led multi-agency approach to keeping families safe at home through early intervention with those causing harm through domestic abuse across 5 London boroughs. It aims to identify and respond to patterns of domestic abuse (of standard to medium risk) at an earlier stage for families engaged with Children's Social Care, improving safety, housing and long-term outcomes for adult and child victim-survivors.

Drive has delivered multiple training and development sessions tailored for each site's operational gaps and areas of improvement. This has included targeted workshops on responding to and learning from critical incidents; data protection; victim oversight; language; mental health and complex needs; using Digital Behaviour therapy; behaviour change work with young people with autism. This development has been accompanied by updated resources for sites and national dissemination of shared learning for all levels of strategic and operational partners.

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We have also developed a new training course - Engaging with Those Who Harm, to build confidence and skills for any professionals who interact with perpetrators of domestic abuse, building competency to hold perpetrators to account and assess their readiness to engage in in-depth behaviour change work, and in use of referral pathways.

The Verge of Harming

To stop abuse before it starts it is essential to develop our understanding of how and why harming behaviour begins. Over the past year we have been undertaking ground-breaking research into young people's behaviour, learning about the circumstances in which they start using abusive behaviours, and starting to explore the approaches that might be effective in building healthier relationship attitudes.

This landmark research comprised surveys, focus groups, workshops and interviews with young people and our analysis offers unique insights into young people's relationships. We are now looking at how to take this forward and begin the transformation that is necessary to support young people across the UK to build healthier relationships, which is an essential step on the journey to stopping domestic abuse.

We are hoping to build on this breakthrough research, to gather more insight on young men's relationships, and have created a model of support and guidance for organisations that work with young people who harm.

Strategic Priority 3: Increase safety for those at risk

To increase safety for everyone at risk of harm, all the component parts of the whole system must work together to identify victims of abuse, and ensure they get the full range of support they need to keep them safe at the point of need.

Our Public Health Approach

We are experts in working alongside local services to improve their response to domestic abuse, so that the needs of the whole family are considered, perpetrators tackled, and victims have swift access to the full range of support that will ensure their safety.

Over the past year we have been further evolving and innovating our approach to supporting local services to work together to implement systemic change, following on from our work in and learning from the Beacon sites. Our principles of data, voice and practice are embedded in the process, so that change is insight-driven, the voice of survivors heard, and best practice followed. We have also been reaching beyond immediate responders, to include developing relationships with NHS commissioners, and building confidence in children's social care and adult safeguarding workforces.

Over the past year we have worked in 40 local authority areas in England and Wales.

Domestic abuse – the current picture

Maracs ("Multi-agency risk assessment conferences") operate across the UK to assess cases of those victims of domestic abuse who are deemed to be at the highest risk of serious harm, and agencies at Maracs work together to ensure appropriate safeguarding support is put in place. We collect and analyse Marac data on behalf of the Government, and it gives the clearest picture of the prevalence of domestic abuse across the UK.

In 2021/2022 80,577 adults who between them were parents and carers for 101,864 children were referred to Maracs in the UK. The total number of cases seen at Marac rose by 4% on 2020/21, continuing the trend of year-on-year increases and up by 30% compared with five years ago. 15.4% of victims referred to Marac are Black, Asian or racially minoritised victims, despite comprising 18.1% of the population so are under-represented. The number of victims of domestic abuse with a disability seen at Marac increased from 7.9% to 8.5% in the past year but comprise 19% of the population.

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We concluded the Marac development programme in Scotland in September 2021. The Scottish Government funded six free online training sessions which we delivered to 126 Marac representatives and chairs in summer 2021. Course participants reported their knowledge about Marac, risk assessment and safety planning increased from 6.2 to 8.5 out of ten.

Risk-led approach review

This year we instigated a review of the risk-led approach, one of the essential component parts of the response to domestic abuse, in recognition that it has not been substantially updated since it was introduced around ten years ago, and to ensure the needs of all victim survivors including those with intersecting characteristics are managed effectively. We have established an expert panel and reference group to bring together academics, practitioners and survivors to explore how the approach can be improved. The group will report findings at the end of 2022. Initial indications are that the risk-led approach remains the keystone of an effective response to domestic abuse and there are opportunities to evolve guidance and tools to ensure inclusivity.

Whole Lives Scotland

Whole Lives Scotland, a three year National Lottery Community Fund project concluded in November 2021 with the publication of the [Whole Lives Impact Report](#). The project involved a wide range of statutory and voluntary services, and survivors of domestic abuse, and aimed to assess how well support is working for all victims and families. The project worked closely in three local authority areas and undertook deep dives into experiences of victims with mental health conditions, learning disabilities and younger people.

Key findings:

- Domestic abuse affects health, causes financial challenges, employment issues and housing problems
- Many victims don't access specialist services due to lack of knowledge or perceived stigma.
- Minoritised victims experienced additional barriers to accessing support
- Support isn't always joined-up
- Victim and survivor voice is often missing from discussions from commissioning, service provision and risk-planning

Impact:

Whole Lives Scotland culminated in a series of outputs that aim to improve the experiences of all victims and survivors, including:

- Mental health and domestic abuse training and guidance
- Guidance about learning disabilities within the domestic abuse assessment tool
- Development of a referral pathway for victim/survivors with learning disabilities
- Easy read resources about gender-based violence
- A new tool for working with victims/survivors with communication needs
- Resources for young adults
- Domestic abuse champions guidance
- Toolkit for employers

Lasting legacy:

The programme also established the Scottish Authentic Voice Panel, a representative group of victim/survivors who contributed to the development of all the outputs and are also now actively working with organisations across Scotland to assess policies and practice from a lived experience perspective.

Covid-19

In November 2021 we published the final [Shadow Pandemic](#) report, the result of a partnership of 11 organisations working together to understand the impact of Covid-19 on victims of domestic abuse, perpetrators and practitioners. The report found the prevalence and severity of domestic abuse soared during the pandemic, and that victims facing inequality and discrimination due to race and ethnicity, sexuality, gender identity, disability, immigration status and other factors were disproportionately affected. Frontline

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professionals suffered vicarious trauma, and there was evidence of chronic burnout. But of course, staff have been resilient and committed to reaching out to victims and families despite the many barriers.

The sector worked together to take action to address some of the immediate issues faced by victims and survivors during the pandemic. But the research found improvement is needed beyond the pandemic. These findings must inform future service commissioning and delivery. As a sector we must recognise that victims and survivors from marginalised communities still do not get the support they need, and events such as the pandemic reinforce structural inequalities and increase risk. We are determined to keep this high on the agenda in the UK's response to the emerging cost of living crisis.

Pre-trial therapy for child victims of sexual assault research project

Together with the University of Bristol and the Sexual Violence Consortium, we have undertaken research funded by the Home Office's CSA Support Services Transformation Fund into access to support for children who have been sexually abused. The research has found that many child victims of sexual abuse never access any support, and those that do face multiple barriers reaching therapy and justice. Most concerning is the widespread belief amongst all professionals that therapy should not happen until after the criminal justice case concludes, and therapy that is provided pre-trial often doesn't address the abuse for fear of prejudicing trials.

Young people have also told us they want a different kind of response, one that goes beyond traditional therapies and criminal justice into social activism and creative arts to support them to recover.

With young people we have produced a Beyond Therapy podcast and set up the Beyond Therapy Festival of Activism Against Child Sexual abuse – the first such event of its kind combining arts, activism and research to challenge prevailing attitudes which was attended by more than 200 survivors, researchers and professionals.

We are also calling for young people's needs to be paramount in this process, for more investment in therapy, for therapy to be provided at the point of need, and for a holistic approach to be taken to support non-abusive parents and carers to provide ongoing care.

We were commissioned by the Vision Foundation to undertake the first ever research into the scale and prevalence of domestic abuse among the blind and partially sighted community.

Our report, *The unseen: Blind and partially sighted people's experiences of domestic abuse*, describes the scale and nature of the abuse affecting people with visual impairment. The report highlights the lack of relevant knowledge and experience among organisations and professionals working in both the fields of sight loss and domestic abuse and puts forward proposals for how to tackle the challenges and break down the barriers to help.

Victims and survivors described their experiences of this particularly insidious form of abuse, carried out by people in the most intimate of relationships. It consists of the abusive behaviours sighted people experience but with an added dimension that compounds the vulnerability of someone with impaired sight. This includes moving objects to cause falls, hiding medication, withholding support such as guiding equipment, not taking victims to appointments or watching and filming them without their knowledge.

The Vision Foundation and SafeLives are calling for a multi-faceted and united response to improve the support available to blind and partially sighted victims and survivors of domestic abuse.

Strategic Priority 4: Support people to live the life they want after harm occurs

We have made progress this year in supporting people to live the life they want after harm occurs, through the links we have made with major employers and financial institutions whose staff and customers are benefitting from their development of policies, practice and funding streams. We know there's more to do to

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support recovery, including on mental health, and family court processes, and are proud of the active role of our Pioneers and survivors in helping drive change.

Family court system

Survivors of domestic abuse have said repeatedly that the family court process is retraumatising and can often cause more damage than the abuse itself. In March 2022 we published two reports – [“Don’t complain” Domestic abuse survivors’ experiences with family lawyers](#), and [“Hit and miss” Family lawyers’ understanding of domestic abuse](#).

These important reports demonstrate that victims of domestic abuse continue to be let down by the family justice system, which does not understand the typologies of abuse, nor the impact of trauma.

As a result, we have been working with the Legal Education Foundation to deliver a culture change programme, informed by these landmark reports, that aims to create systemic transformation within the family justice system. We have invested in training 12 new trainers to deliver this training which has so far been delivered to nearly 150 learners, primarily family solicitors.

We will also continue to work with the Government to ensure the recommendations of the Harm Panel report (2020) are implemented, to improve experiences for survivors of domestic abuse within the family justice system.

Authentic Voice

We are committed to ensuring the voices of survivors of domestic abuse are actively sought, heard, and powerful. We are proud to be working with 20 Pioneers and 10 members of the Authentic Voice Panel in Scotland – both experts by experience.

Pioneers are integral to our Incubator (see below), influencing what work we do, and how we do it. Over the past year Pioneers and the Authentic Voice Panel have been involved in all aspects of our working, and their experiences and insights are invaluable.

Together with the Improvement Service and Resilience Learning Partnership we were awarded funding by the Scottish Government to work in partnership with survivors of violence against women and girls (VAWG) and trauma. The aim of Authentic Voice: Embedding Lived Experience programme is to ensure that local authorities and other community planning organisations have the knowledge, confidence, and tools they need to embed survivor voice into local system and service design processes in a robust, trauma informed and meaningful way. Our launch event was co-delivered by AV Panel members and attended by the Minister for Mental Wellbeing and Social Care. In May 2022, we hosted a deep dive about whole system working that over 90 stakeholders from across Scotland signed up to. More are planned for 2022/23.

The Incubator

Diversity is a crucial driver of innovation. Through the generosity of the Aurum Trust, who have funded the Incubator team since 2019, we have had the opportunity to connect with a range of voices. Collaborating creatively with survivors, frontline practitioners, potential partners including ‘by and for’ services is essential to realising our strategic vision.

Over the past year the Incubator has focussed on the care journey, for young people impacted by domestic abuse. This work has resulted in amending our Insights data collection service to better understand the prevalence of domestic abuse in the care experienced community, with the aim of improving future service provision.

After receiving project ideas from across the organisation and Pioneer group, going forward the Incubator team will be working on three new projects:

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1. Seldom Seen Communities, giving space for us to build relationships and partnerships with survivors and key organisations from communities whose voices who are often unheard in the sector
2. Tech Abuse, mapping and scoping the ever-evolving frontline practitioner training needs to keep up with technology and the harmful behaviours it facilitates
3. Public to Private Violence, developing our understanding of the links and correlations between young people using violent behaviours both in public and at home

The Incubator has afforded us a place to inspire change, step up the pace and depth of our collaborative work and encourage creativity to transform our practice and inform our policy and influencing work.

NatWest Circle Fund

In 2020 NatWest established a £1m Fund with us to fund practical support for victims of domestic abuse in the UK. The fund was targeted at crisis and intervention, establishing safety, and recovery and resilience.

123 frontline domestic abuse services have been awarded grants totalling £663k to date. 40% of grant recipients are small specialist organisations supporting marginalised communities. 1,494 survivors have received support in locations across the UK, from Shetland to Devon, and from Carrickfergus to Aberystwyth. The fund has been invaluable in supporting survivors to pay costs that other grants tend to prohibit for example car repairs and driving lessons. This unique and innovative fund was the only eligible source of funding for 96% of applications.

I Am

Over the past 18 months we have been working with award-winning photographer Allie Crewe on an Arts Council-funded project to bring survivors of domestic abuse into the light. Allie has photographed some of our Pioneers and other survivors of domestic abuse around the UK, creating a series of powerful portraits. A selection of the portraits was unveiled at the SICK! festival in Manchester in May 2022 – images and stories that literally stopped people in their tracks. Survivors involved in the project welcomed the opportunity to tell their stories, define their image, and reclaim their sense of self.

The exhibition was opened by HRH The Duchess of Cornwall, who spoke with survivors and frontline domestic abuse services. The exhibition was promoted on public transport throughout Manchester, and in the national press, encouraging people to reach in to anyone that they were worried about, and demonstrating that there is life after abuse. It is hoped the images will be exhibited in other venues across the UK and will be published in a book later this year.

Strategic Priority 5: SafeLives continues to be an effective and sustainable organisation

SafeLives continues to be an effective, growing and sustainable organisation. We are grateful to work with an amazing team of staff, associates, Pioneers, AV Panel, Trustees, funders and supporters who all work towards ending domestic abuse, for everyone, for good.

Equity, equality, diversity and inclusion

In 2021/22 we have continued to work on our equity, equality, diversity and inclusion (“EEDI”) action plan and have actively engaged the whole staff team in the process. We will be looking to maintain this commitment into 2022/23 and beyond by adding to our core capabilities in this area.

In 2021 we commissioned a report to understand how we can better support and work alongside small specialist services, which are essential in ensuring appropriate support is provided to survivors from marginalised groups. The report found that some small specialist organisations were aware of us but had no direct experience of working with us; and other organisations found us to be good allies – so our allyship is not consistent across the sector. Small specialist organisations wanted connections with SafeLives to be more

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publicly visible, for us to champion inclusion of small specialist services in sector developments, and for us to offer more practical support in areas such as bid-writing, access to training, and research. We have developed an action plan and are committed to working more effectively alongside small specialist services in the way that best meets their needs.

Our staffing picture

Our staff are the heartbeat of SafeLives, working with expertise and commitment alongside Pioneers and the Authentic Voice Panel, valued associates, and partners on a wide range of activities that take us ever closer to ending domestic abuse. The team has grown in the past year, and we now have a staff team of 115 at year end.

In the past year we have been working on developing the SafeLives culture, to build an organisation that is inclusive and supports everyone to be their whole and best selves. We are adopting restorative practice as the way we want to work in SafeLives, to create a brave space that supports people to take responsibility for their actions and be considerate of others. We have introduced mandatory training on equality and diversity and are embedding a programme that shares knowledge and best practice to support continuous learning and improvement.

We are also proud to work with a fantastic team of associates who help extend our work and impact. A huge thanks to them for their hard work this year.

Our Trustees continue to have overall responsibility for the management of the charity and guide us with their wide experience from a range of fields. 2 of our Trustees are also Pioneers, bringing their unique and invaluable perspective and insights to the Trustee board. As well as our formal Trustees, we have grown our Scottish Advisory Group, and are extremely appreciative of their time and input.

Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist.

Our supporters

SafeLives is extremely fortunate to have the support of many generous individuals and organisations to do our work, many of whom have funded us through multi-year and repeated grants. Our philanthropic funders often invest in our newest work, trusting us to be innovative in seeking out what works for families, and giving us valuable time and flexibility to build strong and trusting relationships with survivors, small and specialist organisations and other colleagues across the sector. They are generous in many other ways, from giving expert *pro bono* advice, or introducing us to other valuable contacts – and many make the time to join Round Tables and discussions, adding their own insight.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through the support of trusts and foundations, corporates, Governments and individual givers we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

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Aurum Trust
Bleu Blanc Rouge Foundation
Charles Russell Speechlys Foundation
City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates
Dulverton Trust
Epic Foundation
Esmée Fairbairn Foundation
Firebird Foundation
Private family foundation managed by Greenwood Place 'Home Office'
John Ellerman Foundation
Legal Education Foundation
National Lottery Community Fund England & Wales
National Lottery Fund Scotland
Oak Foundation
Peter Cundill Foundation
Queen Anne's Gate Foundation
Rayne Foundation
Scottish Government
Tampon Tax Fund
Treebeard Trust
Welsh Government
Kate Wilkinson and Harry Gaskell
Mr. W. Randall Work and Mrs. Jeanne M. Work

If you would like to support our work, please get in touch – we'd love to hear your fundraising ideas!
You can contact us at fundraising@safelives.org.uk

3. Plans for future periods

In October 2018, we launched our strategy which seeks to provide a Whole Picture response to domestic abuse.

Our strategy sets out that during 2018-21 we will:

- Build our evidence and understanding to develop approaches that stop abuse from happening in the first place.
- Use our emerging evidence and practice to increase and improve responses that challenge harmful behaviour.
- Support and strengthen the work which protects people from abuse, increasing safety and wellbeing quickly and effectively.
- Improve and expand the support for everyone impacted by abuse, for all forms that impact takes.

In everything we do, the expert voice of frontline practitioners and the authentic voice of survivors will be a prominent and vital part. We will keep expanding the opportunities for those with lived experience to speak for themselves, in their own voices, and be heard by those who can make change.

In September 2021 we refreshed and updated the strategic plan, to take account of the changed environment since it was first written in 2018. The plan's priorities for 2022/23 and 2023/24 are as follows:

Strategic Priority One: Act before someone harms or is harmed

We want to understand the cultural and societal influences which lead young people into harming others. What needs to happen within our families, communities, and society to stop abuse from ever starting in the first place?

From 2022 -2024 we plan to:

- Consolidate learning to date from the Safe Young Lives programme by identifying the findings, recommendations, and impacts from across the projects; the current and future audiences for the programme and any gaps and opportunities to further develop the programme
- Disseminate learning and best practice via stakeholders (including UK government) through a series of outputs (briefings, blogs, guidance etc)
- Seek opportunities to extend or expand existing Safe Young Lives projects (rather than initiating new projects unless there is a truly exceptional opportunity for new work)
- Identify ways that our Safe Young Lives activity can be 'packaged' as options for delivery as part of our public health approach in local areas
- Listen to and act on the voices and experience of young people across the Safe Young Lives portfolio [steered by the young people within Sound of Silence (SOS) work]
- Complete all aspects of the Your Best Friend project – disseminating our online resources and approaches, distributing funds, developing a legacy for the project, and sustaining the impact and reach of #FriendsCanTell
- Complete the inquiry to explore how the healthy relationships component of the RSE curriculum is being experienced within a series of secondary education settings in England and share the findings with policy makers and influencers
- Complete our inquiry into the experiences and voices of those on the Verge of Harming
- Identify and sign-up credible organisations and individuals to the Men and Boys Voices coalition, define the role SafeLives will play and agree terms of reference
- Listen to and act on the voices and experiences of adults who experienced domestic abuse as children and children and young people who have current experience to create momentum around children who are now designated in law (in England and Wales) as victims of domestic abuse. We will examine the implications this has for policy, practice and provision of services
- Through the Incubator consider the specific situation and needs of some children and young people – to include those in or leaving local authority care, children with Special Educational Needs and neurodiversity
- Continue to strengthen our evidence base with regards to ways in which the early onset of violence through abuse and neglect can lead to serious violence in other forms – if the right interventions and support aren't available – linked to evidence being developed through the Incubator and Verge of Harming research

Strategic Priority Two: Identify and stop harmful behaviours

We look at long-term solutions to tackle domestic abuse. To reduce the number of victims, we must challenge perpetrators to stop. From 2022 – 2024 the work plan is grouped as follows:

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Drive (site delivery and systemic work)

The Drive project will:

- Continue to support delivery of the Drive intervention in ten Police and Crime Commissioner areas and line up at least three new sites/areas for continued expansion
- Continue to develop the depth of practice including around tech abuse, assessing, and meeting the needs of children, and around mental health and suicide prevention for perpetrators
- Continue to support the action on perpetrators network and the DA Commissioner's strategic reference groups on perpetrators and continue to influence the effective implementation of the DA perpetrator pillar in the DA strategy
- Implement learning and recommendations from development on Black, Asian and racially minoritized communities and housing (including facilitating increasing diversity in the perpetrator response workforce)
- Further understand solutions to gaps that will improve the response to perpetrators for the LGBT+ community
- Facilitate stakeholder engagement and build a new fundraising ask for Drive covering the 2023-26 period
- Continue to build our high harm high risk perpetrator training offer for workforce development beyond Drive sites
- Ongoing development of our approach to effectively gathering perpetrator feedback – in partnership across Respect, SafeLives and Drive
- Hold a Drive partnership conference / shared learning event – to share progress and learning over the past two years
- Build a proposal and seek funding to refresh and re-run the Drive project's evidence base
- Identify opportunities to join up and share opportunities between Drive and SafeLives' delivery of the whole picture response in local areas

Engage

The Engage project will:

- Complete the evaluation, training and authentic voice elements of the implementation of 'Engage' across Cheshire, within the limitations of the localised structures and approach, building as much as possible on the key foundations and an evidence base for the effectiveness of the intervention

The Training team will:

- Increase the skill and confidence in frontline response to perpetrators of abuseSecure demand for, and rollout of, a set of courses which increase the confidence of frontline professionals to interact with and intervene with people using abusive behaviour

Other work in support of this strategic priority will include:

- Using our evidence base we have from our models of perpetrator work to inform commissioning decisions and best practice across the UK - provide information and practice support to ensure local areas have the most comprehensive response possible to whole families and individual perpetrators of abuse
- Delivering training for family justice professionals to avoid collusion with abusive individuals
- Ensuring there is support and funding to develop work focussed on young people who harm and how to help friends using harm; including building the evidence base (and financial analysis) to stop harmful behaviour; to work with partners to pilot responses for young people who harm; and create awareness raising campaigns targeted at young people
- Identifying opportunities in Scotland for strategic priority 2 work to go forward

Strategic Priority Three: Increase safety for those at risk

80% of victims never call the police about their abuse. When they do reach out for support, in whatever form that takes, we will work to ensure they get the help they need. From 2022 -2024 we aim to:

Work intensively with 20 England/Wales Local Authorities to:

- Map their existing local systems response to domestic abuse and provide coaching to these areas to adopt the principles of a systemic, Whole Picture approach which links domestic abuse with wider safeguarding issues and responses
Implement recommendations identified in our initial 2 stages of work with them including measuring the impact
- Support their adoption of the statutory guidance for the Domestic Abuse Act 2021, providing them with an effective framework for implementation.
- Provide commissioners with guidance and consultancy on what good quality 'whole family' provision will look like for their local populations
- Provide support to areas to enable them to engage with local survivors and victims
- Apply, replicate and scale evidence from Beacon sites.
- Develop and deliver our communications strategy for the Whole Picture approach in local areas
- Share key findings nationally with stakeholders including UK Government

Review of Risk Led Model

We will use the learning and relationships built through the review of the risk-led approach to build a case for support that will allow us to collaboratively create a transformative high quality care pathway for all those affected by domestic abuse from protection through to prevention.

Maracs (Multi-agency risk assessment conferences)

We will continue to collect Marac data quarterly from approximately 300 Maracs across the UK, upgrading the analytical tool which allows us to do this. We will share the resultant data and analytics widely to inform and improve response. We will continue to apply an EEDI lens to the data and trends through the development of our key findings documents

R-DAC (Rethinking Domestic Abuse in Child Protection: Responding Differently).

The Research Team will support the University of Sheffield with this Nuffield Foundation funded research piece. We will support with strategic direction, co-production strategy (with survivors) and learnings across the life course of the project. (Three pilot sites confirmed as Camden, Doncaster, and Glasgow)

Safer, Sooner Project (Scotland)

This project will:

- Gather victims/survivors' experiences of Maracs and use this to shape our guidance and messaging to Maracs in Scotland
- Consult small specialist organisations to find practical ways to increase referrals of victims to Marac, for example victims experiencing honour-based violence and forced marriage, as well as safely managing counter-allegations
- Expand the way that we collect, analyse and share data to improve insight into multi-agency approaches to domestic abuse and map current systems across Scotland
- Share data analysis and victim/survivor voice with policy makers in Scotland to influence change
- Convene the Safer Sooner network of domestic abuse professionals working in a multi-agency environment to gather and share experience and best practice
- Continue providing core support to Marac professionals through helpdesk, observations and data analysis

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Domestic Abuse Court Advocacy Standards Project (Scotland)

This project plans to:

- Establish steering group including authentic voice representation, and build stakeholder relationships
- Carry out benchmarking activity to map and scope existing domestic abuse advocacy provision
- Research and develop principles for best practice court advocacy, build evidence base and create quality assurance framework
- Consultation extensively on the project across the sector

National influencing (Scotland)

We plan to continue contributing data, voice and practice expertise to the Scottish Government's strategic systems review and Equally Safe strategy refresh

Whole Health London

- We will influence Assembly Members and MPs in London to support the recommendations in our 'We only do bones here' report
- We will influence in support of the take up of a whole-health approach to domestic abuse by key Parliamentarians and their Special Advisors and strategic health leads – where there are strong signs of support and motivation for change
- Using a consultancy model, pursue the opportunities presented by the reorganisation of Clinical Commissioning Groups into Integrated Care Services in England/Wales and the shift to the trauma-informed framework in Scotland
- Push for strategic change linking health and domestic abuse. Utilise the new roles that are being commissioned into communities as part of our work with local areas on the public health approach to domestic abuse – including social prescribing and health coaches

Strategic Priority Four: Support people to live the life they want after harm occurs

We firmly believe there is no 'them and us. Only us. We are passionate about supporting survivors to live the life they want. We put the "Authentic Voice" of survivors at the heart of all our work. From 2022 – 24 we aim to:

Continue Developing the Four Nations Authentic Voice

We will look for opportunities for our Pioneers and Authentic Voice panel to work on high profile initiatives such as 16 Days.

Authentic Voice in England and Wales

Within England and Wales, we will:

- Ensure work to 'support people to live the life they want after harm happens' is developed and designed to meet the needs of everyone, taking an intersectional approach
- Deliver a high-quality organisational response to Authentic Voice opportunities from Pioneers, staff, Trustees and external stakeholders
- Support decision-makers to see how meaningful change can be achieved through hearing from the diverse voices of people with lived experience
- Link our Patron, HRH The Queen Consort, and our Pioneers, supporting #ReachIn and #YourBestFriend and exploring a major event in November with WOW for 16 Days

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Authentic Voice in Scotland

In Scotland we will:

- Sustain, support and maintain the Authentic Voice Panel to enable them to continue to use their voice to influence change
- Gather the authentic voices of victims and survivors of domestic abuse engaging with SafeLives' Authentic Voice Panel to oversee this work
- Support professionals working across a wide range of policy areas to embed survivor voice and lived experience into system and service design processes in a high quality, sustainable and trauma-informed way
- Support decision-makers to see how meaningful change can be achieved through hearing from the diverse voices of people with lived experience

Step down and recovery interventions

We will continue to:

- Influence local areas across the UK to apply, replicate and scale evidence from Beacon sites of what works to help people live the lives they want after abuse has happened
- This includes developing the right partnerships and practice to test and adjust recovery and step-down interventions further for groups who were under-represented in our original pilot sites in terms of race, age, sexuality, disability, geographical context

Support recovery from economic abuse

NatWest Circle Fund - we will deliver the final year of the fund - continuing to work with survivors and services to distribute funds to support survivors with emergency/recovery grants including specialist organisations working with people with protected characteristics We will, at the end of the fund period, reflect on how it has worked and impacted survivors, and share the learnings for wider change.

Family justice

We will:

- Continue to deliver our consultation and training programme with family legal professionals in England and Wales, prioritising voices of marginalised groups via Legal Education Foundation project. We will disseminate the findings from this initiative.
- Influence the Victims' Bill to ensure the value of Idvas is recognised and they can perform their role in the family and criminal courts, and support the call for a CBS duty and funding for specialist and by-and-for services through the DA Commissioner's coalition in both the Victims Bill and Levelling Up White Paper/Bill
- Look for ways to increase attention to the voice of the child where they have experienced harm in the home. We plan to build and expand our children and young people's authentic voice, in relation to family court / justice, reflecting on the experiences and needs created or exaggerated by Covid, and recovery service provision

Responding Well

We will look to upskill agencies, through Responding Well training programmes, to understand how people may present after they've experienced abuse – so that a lack of understanding doesn't impact on survivors being able to live the lives they want (see training section in capabilities)

Strategic Priority Five: SafeLives is an effective and sustainable organisation

Operating model and organisational development – we will:

- Integrate ways of measuring impact across the organisation
- Use the data we capture on our impact to inform prioritisation and evolution of our work

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- Setting intermediate goals which sit between headline strategic goals and tactical points of delivery
- Recognising our progress, even when the long-term wins seem hard
- Finalise first iteration of criteria for decision making and pilot, exploring how teams can bring it into decision making
- Increase adoption of digital tech for good, tech v abuse approaches, in the organisation

Infrastructure – we will:

- Implement income generation plans. Look laterally at the opportunities for funding and 'in kind' benefits that would usually be unaffordable for us, or which can help us extend our reach
- Ensure the sustainability of our research capability through innovations in our models, products and income generation relating to our research work. We will look to maximise the social value and wider impact of our critical learning and embed financial analysis within our work.
- Develop our digital platforms and services, embed our new website, reach new audiences, seeing an increase in return visitors, improvements in user journeys
- Consider how we use digital solutions and cloud based technologies to improve effectiveness. This to include consideration of CRM, SharePoint, finance and HR systems
- Build confidence in using tech solutions across the organisation
- Encourage staff to take part in cross sector learning, so to the greatest extent possible as charities we 'solve the problem once' then learn from each other, sharing knowledge widely

EEDI – we will:

- Continue to prioritise the development of active anti-racism in our organisation as a part of our wider EEDI commitments
- Expand our focus to ensure that our definition of diversity is fully inclusive
- Keep acting on the findings from scoping work 2021 on how we can best support and collaborate with the smallest, most specialist domestic abuse and wider VAWG/safeguarding organisations
- Continue to review the outcomes from the annual EEDI action plan and develop based on results and publish annually

Staff engagement, support, learning and development - we will:

- Continue to invest in our core capabilities as an organisation, for example retaining our specialism in quantitative data, building up our expertise in national perpetrator data and financial evidence, making sure newly arriving team members have strong induction in the foundations of the organisation's work, to improve institutional memory and support restorative practice
- Make sure staff are offered a variety of learning opportunities, 'hands on' learning through visits or secondments (back) to the frontline so staff are close to frontline practice and challenges in domestic abuse response (including for perpetrators of abuse), safeguarding and mental health sectors
- Act on priorities from the annual staff survey and appraisals
- Ensure staff are well equipped with learning opportunities to flourish in their role including mentoring
- Continue to develop and extend our pool of associates
- Continue to support staff wellbeing including through clinical supervision and expanding our understanding of what it means to be a trauma informed organisation
- Work with the culture group to deliver on the above priorities and embed our values
- Build our internal communications strategy
- Implement next steps following the independent pay review
- Complete and implement succession planning framework

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004, and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 2 Trustees who are remunerated for their services as Trustees and as Pioneers, all Trustees give their time voluntarily, and receive no benefits from the charity. The charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note 7 of the financial statements.

Governance

Trustees are appointed for a 3-year term that may be renewed for another 3 years. Trustees are selected on the basis of their skills and experience, and to ensure an appropriate mix of skills and diversity in the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the CEO. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Head of Finance, and other senior managers attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of three Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the Executive team and key management personnel by reference to market rates and external benchmarks.

The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel.

Full Trustee and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

The average number of employees, on a full-time equivalent basis, for the year has increased from 75 to 98.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into 6 categories: organisational resilience – people; organisational resilience – systems; partnerships; environment; funding and delivery.

The highest risk currently on the Risk Register concerns our organisation resilience with respect to the staff team. Following the significant growth in the workforce over the last year, we are now working through the challenges of consolidating the larger staff team, ensuring that everyone feels well equipped and connected in order to fulfil their roles. We have a high workload in most teams, coupled with an ambitious programme of work on EEDI initiatives and organisational development. The Trustees are also very mindful of the ongoing cost of living pressures facing all staff, and continue to look for ways to look at affordable ways of increasing remuneration to help.

The other major risks on the Risk Register under review at the moment include partnerships, delivery, environment and funding. We have a larger work programme than ever before and are working with more partners in new and innovative ways, whilst being mindful of funding challenges in the medium and longer term,

SafeGuarding, Serious and Critical Incidents

We continue to take our responsibility to the safety of those who are experiencing / have experienced domestic abuse and our staff, associate team, Pioneers and Trustees seriously. We know that many of us are in both groups. The Safeguarding Committee is made up of a Designated Safeguarding Lead (DSL), Jo Gordon, Chief Operating Officer, Deputy Designated Safeguarding Lead (DDSL), Melonie Senior, Senior Practice Consultant and a dedicated team of Safeguarding Champions who have the relevant knowledge, experience, training and confidence to provide support, advice and guidance to any other staff on an on-going basis and on any specified safeguarding issue as required. Designated Safeguarding Leads and Champions renew their training every two years. All other staff, trustees and pioneers renew their training every three years. The system works effectively, and we report to the Board any issues that have been raised on a quarterly basis.

We have a serious incident policy which sets out the SafeLives emergency response arrangements. This ensures we are prepared for, respond to, and recover from, a serious incident.

We also report on any serious or critical incidents to the Board quarterly and explain what action has been taken to review and learn. There have been two serious incidents to be referred to the Charity Commission reported by SafeLives either in its own right, or in connection with any of our projects being carried out with project partners, during the last 12 months. In both cases the Charity Commission was satisfied with our response to the incidents and no additional action was required. The Drive partnership reviewed 3 further 'critical' incidents which the board agreed didn't meet the threshold for referral to the Charity commission as a serious incident.

5. Financial Review

Total income in the year to June 2022 was £9,183k, representing an increase of £921k or 11.1% on the prior year. The main year on year income changes are as follows:

Income £000's		2021/22	2020/21	Change
Capacity building	Training	2,483	1,386	1,097
	Practice	587	626	(39)
	Scotland	318	323	(5)
Innovation	Drive	2,556	1,776	780
	Beacons	77	1,147	(1,070)
	Your Best Friend	930	398	532
	Other	688	301	387
Research		328	215	113
Influencing		169	121	48
Unrestricted grants & Donations		892	517	375
Investment income		5	5	-
Sub-total		9,033	6,815	2,218
Covid-19 grants and donations		150	1,447	(1,297)
Total income		9,183	8,262	921

Income from our "traditional" sources increased by £2,218k from £6,815k in 2020/21 to £9,033k in 2021/22.

The biggest increase in income this year was in respect of our training programme. In 2021/22 we have returned to a full training programme for the whole 12 months, whereas in 2019/20 training was severely disrupted towards the end of the year due to Covid-19 pandemic. This year we have delivered most of our training using our new remote training delivery platform (built in 2019/20) and have also returned to delivering DA matters training at scale to several Police Forces in classroom (some of this training was suspended in 2019/20 due to the pandemic). We now offer learners a mixture of classroom and remote training solutions, depending on their preferences and needs.

Drive income in 2021/22 was higher than 2020/21 due to more funding being received for the Drive Restart project in Greater London, and a planned higher funding level this year from the National Lottery Community Fund, to match the costs of all delivery sites operating at planned capacity.

The Your Best Friend project started in April 2021, and so the 2020/21 accounts only included 3 months of income on costs on the project – this year we have a full 12 months of income and costs on the project, which will run to the end of September 2022.

Unrestricted grants and donations from philanthropic sources have increased by £375k this year from £517k in 2020/21 to £892k in 2021/22. This income, together with the contribution from a full year of fee income earning activities, has helped to contribute to the increase in unrestricted reserves (see below).

Following receipt of £1,447k of Covid-19 funds in 2020/21, a final £150k of Covid 19 funds has been received in 2021/22. Over the last 3 financial years a total of £2,143k (of Covid-19 grants has been received - £727k of this has been passed onto sector partners, leaving £1,416k available to replace income lost due to Covid-19, and fund the additional costs caused by the pandemic.

Costs have increased by £1,867k from £7,334k in 2020/21 to £9,201k in 2021/22.
The movement in costs is as follows:

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Costs £000's		2021/22	2020/21	Change
Capacity Building	Training	1,866	1,128	738
	Practice	567	516	51
	Scotland	357	260	97
Innovation in Practice	Drive	2,577	1,320	1,257
	Beacons	115	1,144	(1,029)
	Your Best Friend	901	379	522
	Other	562	256	306
Research		414	178	236
Influencing		434	337	97
Support		447	378	69
Governance		34	29	5
Cost of raising funds		179	170	9
NatWest Circle Fund		443	291	152
Covid-19 costs		305	948	(643)
Total Costs		9,201	7,334	1,867

The largest cost increases this year have been for Training, Drive and the Your Best Friend project.

The cost increase in training is reflective of a full 12 months of training delivery (see also the income increase noted above).

Drive costs have increased this year due to (a) the Drive programme now having a larger central team managing and supporting the increased activities in the project; (b) operational sites have been working at higher capacity levels than in 2020/21 and (c) due to the new ReStart project in Greater London.

The cost increases on the Your Best Friend project this reflect a full 12 months activity on the project (2020/21 = 3 months). Within this year's Your Best Friend grant costs of £688k is £300k of grants made to front line organisations and other partners to fund the development, production and dissemination of resources to help young people become more aware of domestic abuse, and to be better equipped to deal with domestic abuse situation – not only for themselves, but also in their wider families, friendship groups and communities.

Beacons costs have reduced by £1,029k, with most of the project funding and related work finishing at the end of June 2021.

Following receipt of the £1m NatWest Circle fund in late 2019/20, a further £443k of the fund has been spent this year, split between £400k of grants to services (who in turn to make direct grants to survivors) and £43k of costs to administer the funds. The remaining fund balances will be spent on more similar grants in 2022/23.

Project partner payments have been as follows:

Partner costs £000's	2021/22	2020/21	Change
Drive	1,720	693	1,027
Beacons	75	967	(892)
Your Best Friend	688	274	414
Other	51	-	51
Covid-19	-	727	(727)
Total	2,534	2,661	(127)

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Excluding these payments to our partners, and income and costs on the NatWest Circle survivor fund, the income attributable directly to SafeLives own work was £6,206k (2021: £5,310k) and the related expenditure was £6,224k (2021: £4,382).

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects for which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to enable the charity to (a) withstand any short term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified in the Risk Register, and (c) to cover any unforeseen expenditure.

Additional funds granted/donated this year and in the last 2 years to help fund SafeLives through the Covid-19 pandemic have been allocated to a designated fund, which has been used to fund the additional costs of our response to Covid-19 and to replace income which has been lost due to Covid-19. This fund has now been fully used.

A new designated fund of £294k was created last year to ring-fence funds to enable planned work against strategic priorities, in support of the updated and refreshed strategic plan. This work is ongoing and these funds will continue to be drawn on during 2022/23.

Total reserves have hardly changed from last year's £3,446k to stand at £3,428k this year.

The main movements on reserves are as follows:

Reserves balances £000's	30th June 2022	30th June 2021	Change
Unrestricted funds	2,218	1,197	1,021
Designated funds: Covid-19	-	525	(525)
Designated funds: strategic initiatives	134	294	(160)
Total unrestricted and designated funds	2,352	2,016	336
Restricted funds: NatWest Circle Fund	266	709	(443)
Restricted funds: Drive	379	471	(92)
Restricted funds: Other	431	250	181
Total restricted funds	1,076	1,430	(354)
Total funds	3,428	3,446	(18)

Unrestricted reserves have increased from £1,197k as at June 2021 to £2,218k at June 2022. As at June 2022, unrestricted reserves represented 5.3 months of core operating costs (2021: 3.8 months). The Trustees have set a target level of unrestricted reserves to be maintained at a level to cover 3 to 6 months' of core operating costs. Core operating costs are defined as total costs excluding (a) grants made from the NatWest Circle fund (b) payments to project partners from restricted funds and (c) variable costs of paying associates.

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Unrestricted reserves have increased during 2021/22 through a combination of (a) higher levels of unrestricted fee earning work (mainly from our largest ever training programme delivery) (b) high levels of unrestricted fundraised income and (c) the ability to offset costs against the brought forward Covid-19 grants. With the Covid-19 funds now fully spent, and other restricted income sources coming to an end in 2022/23, the Trustees have decided to deliberately draw down unrestricted reserves during 2022/23 in order to maintain SafeLives at its current size and capacity, and to deliver on the operating plan for 2022/23. Consequently, the Trustees expect unrestricted reserves to reduce during 2022/23, and to finish next year towards the lower end of the target range, at between 3 to 3.5 months' worth of costs.

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have remained constant this year at £4,475k (2021: £4,570k), with stronger cashflows from training and unrestricted fundraising offsetting higher expenditure on projects such as Drive and Your Best Friend, and the second year of grant payments from the NatWest Circle funds

Best Practice in Fundraising

We strive to be open and transparent in our fundraising approach, and in how we obtain, store, and use donor information, with the consent of the donor.

We have a fundraising complaints procedure which can be found on our website:

<http://www.safelives.org.uk/about-us/contact-us/complaints>

We also have an easy way to make a complaint directly on the fundraising area of the website. No complaints were received in 2021/22.

We strive for best practice in fundraising. We are registered with the [Fundraising Regulator](#), complying with its Fundraising Promise:

<https://www.fundraisingregulator.org.uk/code/fundraising-promise>

We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Going Concern

The Trustees have reviewed the charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

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In making this going concern assessment, the Trustees have considered how the Charity's financial and operating model has responded to the challenges of the pandemic since March 2020, as well as looking at the current inflationary and funding pressures faced by the Charity.

The going concern assessment also takes into account the charity's diverse income streams, flexible cost model and lack of any long-term borrowings or similar liabilities.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 applicable UK Accounting Standards and statements of recommended practice 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 presume that the charity will continue in operation

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 June 2022 was 12 (2021: 10). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

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Small Company Exemption

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been approved by the Trustees on 6th December 2022 and signed on their behalf by

Isabel Boyer
Chair
6th December 2022

Independent auditors' report

To the members of

SafeLives

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on SafeLives' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information

Independent auditors' report

To the members of

SafeLives

contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Independent auditors' report

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SafeLives

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.

Independent auditors' report

To the members of

SafeLives

- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

14 December 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2022

	Note	Unrestricted £	Designated £	Restricted £	2022 Total £	Unrestricted £	Designated £	Restricted £	2021 Total £
Income from:									
Donations	2	891,844	150,000	–	1,041,844	516,516	1,447,078	–	1,963,594
Charitable activities									
Capacity Building	3.1	2,552,230	–	835,214	3,387,444	1,429,484	–	905,485	2,334,969
Innovation in Practice	3.2	–	–	4,251,358	4,251,358	–	–	3,621,895	3,621,895
Research	3.3	88,394	–	240,067	328,461	68,026	–	147,179	215,205
Influencing	3.4	150	–	168,525	168,675	–	–	121,167	121,167
Investments	4	5,645	–	–	5,645	5,075	–	–	5,075
Total income		3,538,263	150,000	5,495,164	9,183,427	2,019,101	1,447,078	4,795,726	8,261,905
Expenditure on:									
Raising funds	5	187,259	–	–	187,259	176,879	–	–	176,879
Charitable activities									
Capacity Building	5	2,136,036	–	909,753	3,045,789	1,298,352	–	837,694	2,136,046
Innovation in Practice	5	181,091	–	4,123,256	4,304,347	55,540	–	3,165,781	3,221,321
Research	5	224,041	–	235,117	459,158	40,468	–	164,925	205,393
Influencing	5	318,873	–	137,177	456,050	234,543	–	121,167	355,710
NatWest Circle Fund	5	–	–	443,091	443,091	–	–	290,801	290,801
Covid-19 related activity	5	–	305,018	–	305,018	–	948,077	–	948,077
Total expenditure		3,047,300	305,018	5,848,394	9,200,712	1,805,782	948,077	4,580,368	7,334,227
Net movement in funds (being net income/(expenditure) for the year)		490,963	(155,018)	(353,230)	(17,285)	213,319	499,001	215,358	927,678
Transfers between funds		530,215	(530,215)	–	–	109,896	(109,896)	–	–
Net movement in funds after transfers		1,021,178	(685,233)	(353,230)	(17,285)	323,215	389,105	215,358	927,678
Reconciliation of funds:									
Total funds brought forward	16	1,196,807	819,061	1,429,626	3,445,494	873,592	429,956	1,214,268	2,517,816
Total funds carried forward	16	2,217,985	133,828	1,076,396	3,428,209	1,196,807	819,061	1,429,626	3,445,494

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

As at 30 June 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	11		–		–
Current assets:					
Debtors	12	843,035		836,395	
Short term cash deposits	17	2,108,854		3,008,854	
Cash at bank and in hand	17	2,461,513		1,465,949	
		<u>5,413,402</u>		<u>5,311,198</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	1,985,193		1,865,704	
		<u>1,985,193</u>		<u>1,865,704</u>	
Net current assets			3,428,209		3,445,494
Total net assets			3,428,209		3,445,494
			<u><u>3,428,209</u></u>		<u><u>3,445,494</u></u>
The funds of the charity:					
Restricted funds	16		1,076,396		1,429,626
Unrestricted fund	16		2,217,985		1,196,807
Designated fund	16		133,828		819,061
			<u>1,076,396</u>		<u>1,429,626</u>
Total charity funds			3,428,209		3,445,494
			<u><u>3,428,209</u></u>		<u><u>3,445,494</u></u>

Approved by the trustees on 6th December 2022 and signed on their behalf by

Isabel Boyer
Chair

Statement of cash flows

For the year ended 30 June 2022

Reconciliation of net income to net cash flow from operating activities

	Note	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)		(17,285)	927,678
Interest from investments		(5,645)	(5,075)
Increase in debtors		(6,640)	(390,884)
Increase in creditors		119,489	344,799
Net cash provided by operating activities		89,919	876,518
Net cash provided by operating activities		89,919	876,518
Cash flows from investing activities:			
Interest from investments		5,645	5,075
Net cash provided by investing activities		5,645	5,075
Change in cash and cash equivalents in the year		95,564	881,593
Cash and cash equivalents at the beginning of the year	17	4,474,803	3,593,210
Cash and cash equivalents at the end of the year	17	4,570,367	4,474,803

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies

a) Statutory information

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees have reviewed the operating and funding environment of the Charity, and have considered the risks faced by the Charity, and have concluded that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Bad and doubtful debts

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

i) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 30 June 2022

1 Accounting policies (continued)**j) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to four main charitable activities: Capacity Building; Innovation in Practice; Research and Influencing.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

m) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

n) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Leasehold improvements Over the minimum lease period

o) Debtors

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

p) Cash at bank and in hand

Cash at bank and cash 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. Short term deposits are cash deposits with more than 3 months' maturity.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) 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.

s) Pensions

The charitable company makes defined contributions to personal pension plans for employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The company complies with the current requirements in respect of pensions auto-enrolment.

Notes to the financial statements

For the year ended 30 June 2022

2 Donations & grants

	Unrestricted £	Designated £	Restricted £	2022 Total £	Unrestricted £	Designated £
Grants receivable:						
Oak Foundation	112,500	-	-	112,500	-	-
Garfield Weston Foundation	100,000	-	-	100,000	100,000	-
Julius Gaudio Foundation	150,000	-	-	150,000	-	-
Peter Cundill Foundation	122,476	-	-	122,476	105,241	-
Epic Foundation	155,298	-	-	155,298	-	-
Esmee Fairbairn Foundation	100,000	-	-	100,000	-	-
Lloyds Bank plc	-	-	-	-	50,000	-
Other donations & income	151,570	-	-	151,570	261,275	-
Covid-19 grants & donations:						
National Lottery Community Fund/Department for Culture , Media and The Home Office	-	-	-	-	-	999,951
The Fidelity Foundation	-	150,000	-	150,000	-	96,800
Other Covid-19 grants & donations	-	-	-	-	-	150,000
	-	-	-	-	-	200,327
	891,844	150,000	-	1,041,844	516,516	1,447,078

All Covid-19 grants and donations received in the year have been classified as designated funds.

There were no restricted funds received in the current year, other than those allocated to specific charitable activities, as per note 3.

Notes to the financial statements

For the year ended 30 June 2022

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Training					
Fee income	2,221,658	–	2,221,658	1,252,117	–
Other Training grants	–	261,030	261,030	–	133,865
Sub-total for Training	2,221,658	261,030	2,482,688	1,252,117	133,865
Practice					
Fee income	173,939	–	173,939	101,701	–
Home Office – Core Functions grant	–	406,121	406,121	–	406,121
Other Practice & consultancy grants	–	7,084	7,084	–	117,999
Sub-total for Practice	173,939	413,205	587,144	101,701	524,120
Scotland					
Fee income	156,633	–	156,633	75,666	–
Scottish Government grants	–	155,979	155,979	–	111,500
National Lottery Community Fund Scotland	–	–	–	–	136,000
Donation re Scotland work	–	5,000	5,000	–	–
Sub-total for Scotland	156,633	160,979	317,612	75,666	247,500
Capacity Building Total	2,552,230	835,214	3,387,444	1,429,484	905,485

3.2 Innovation in Practice

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Drive					
MOPAC (Police Transformation Fund)	–	51,813	51,813	–	148,099
National Lottery Community Fund	–	1,197,232	1,197,232	–	907,588
The Home Office	–	316,451	316,451	–	402,928
Funding from Police & Crime Commissioners	–	93,170	93,170	–	137,544
Drive Restart (HO/MOPAC funded)	–	796,142	796,142	–	–
Funding from grant making trusts	–	–	–	–	74,998
Miscellaneous	–	101,512	101,512	–	104,358
Sub-total for Drive	–	2,556,320	2,556,320	–	1,775,515
Beacons					
National Lottery Community Fund (Women's Aid)	–	–	–	–	677,714
Funding from grant making trusts	–	–	–	–	92,000
Funding from local partners	–	77,213	77,213	–	377,080
Miscellaneous	–	–	–	–	98
Sub-total for Beacons	–	77,213	77,213	–	1,146,892
Incubator team – Aurum Trust grant	–	75,000	75,000	–	99,998
Tampon Tax Funding re Your Best Friend Project	–	929,528	929,528	–	397,981
Grant for work with Cheshire Without Abuse	–	154,546	154,546	–	65,454
Other grants and donations re Innovation work	–	5,000	5,000	–	39,442
Safe Young Lives – Lloyds Bank Group grant	–	330,000	330,000	–	–
Safe Young Lives – Other grants	–	123,751	123,751	–	96,613
Innovation in Practice Total	–	4,251,358	4,251,358	–	3,621,895

3.3 Research

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Fee income	88,394	57,481	145,875	68,026	–
Home Office – Core Functions grant	–	105,879	105,879	–	105,879
Other grants for Research team	–	76,707	76,707	–	41,300
Research Total	88,394	240,067	328,461	68,026	147,179

Notes to the financial statements

For the year ended 30 June 2022

3.4 Influencing

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Grants and fees re public affairs & comms work	150	140,400	140,550	-	96,167
Donation re public affairs work	-	28,125	28,125	-	25,000
Influencing Total	150	168,525	168,675	-	121,167

4 Income from investments

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Bank interest	5,645	-	5,645	5,075	-
	5,645	-	5,645	5,075	-

Notes to the financial statements

For the year ended 30 June 2022

5 Analysis of expenditure

2022	Expenditure					charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total	Income
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	179,042	–	–	8,217	187,259	187,259	–	–		187,259
Charitable Activities										
Capacity Building										
Training	1,857,304	9,000	–	158,886	2,025,190	1,749,832	–	275,358		2,025,190
Practice	566,478	–	–	65,147	631,625	209,665	–	421,960		631,625
Scotland	337,387	19,074	–	32,513	388,974	176,539	–	212,435		388,974
	2,761,169	28,074	–	256,546	3,045,789	2,136,036	–	909,753		3,045,789
Innovation in Practice										
Drive	856,699	1,687,996	31,997	70,986	2,647,678	–	–	2,647,678		2,647,678
Beacons	40,745	–	74,813	526	116,084	–	–	116,084		116,084
Your Best Friend	213,100	687,753	–	28,509	929,362	–	–	929,362		929,362
Other innovation projects	338,844	–	–	28,358	367,202	181,091	–	186,111		367,202
Safe Young Lives	216,994	–	5,629	21,398	244,021	–	–	244,021		244,021
	1,666,382	2,375,749	112,439	149,777	4,304,347	181,091	–	4,123,256		4,304,347
Research	414,328	–	–	44,830	459,158	224,041	–	235,117		459,158
Influencing	416,138	17,900	–	22,012	456,050	318,873	–	137,177		456,050
NatWest Circle Fund	43,091	400,000	–	–	443,091	–	–	443,091		443,091
Covid–19 related activity	305,018	–	–	–	305,018	–	305,018	–		305,018
Total expenditure 2022	5,785,168	2,821,723	112,439	481,382	9,200,712	3,047,300	305,018	5,848,394		9,200,712

2021	Expenditure					charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total	Income
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	169,955	–	–	6,924	176,879	176,879	–	–		176,879
Charitable Activities										
Capacity Building										
Training	1,128,065	–	–	127,086	1,255,151	1,141,353	–	113,798		1,255,151
Practice & consultancy	516,176	–	–	69,665	585,841	88,222	–	497,619		585,841
Scotland	259,679	–	–	35,375	295,054	68,777	–	226,277		295,054
	1,903,920	–	–	232,126	2,136,046	1,298,352	–	837,694		2,136,046
Innovation in Practice										
Drive	627,559	649,904	42,615	42,593	1,362,671	–	–	1,362,671		1,362,671
Beacons	176,268	–	967,913	26,379	1,170,560	–	–	1,170,560		1,170,560
Your Best Friend	105,809	273,564	–	18,608	397,981	–	–	397,981		397,981
Other innovation projects	182,026	–	–	26,744	208,770	55,540	–	153,230		208,770
Safe Young Lives	73,188	–	–	8,151	81,339	–	–	81,339		81,339
	1,164,850	923,468	1,010,528	122,475	3,221,321	55,540	–	3,165,781		3,221,321
Research	178,171	–	–	27,222	205,393	40,468	–	164,925		205,393
Influencing	337,289	–	–	18,421	355,710	234,543	–	121,167		355,710
NatWest Circle Fund	26,533	263,750	–	518	290,801	–	–	290,801		290,801
Covid–19 related activity	221,253	724,390	2,434	–	948,077	–	948,077	–		948,077
Total expenditure 2021	4,001,971	1,911,608	1,012,962	407,686	7,334,227	1,805,782	948,077	4,580,368		7,334,227

Support and governance costs

	2022 Support	2022 Governance	2022 Support & governance	2021 Support	2021 Governance	2021 Support & governance
	£	£	£	£	£	£
Direct Staff Costs	332,265	12,480	344,745	265,293	11,369	276,662
Delivery Costs	19,887	4,518	24,405	3,516	500	4,016
IT Costs	81,975	–	81,975	88,078	–	88,078
Office Costs	12,917	–	12,917	14,324	–	14,324
Other Costs	–	17,340	17,340	7,056	17,550	24,606
	447,044	34,338	481,382	378,267	29,419	407,686

Notes to the financial statements

For the year ended 30 June 2022

6 Net income / (expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Operating lease rentals:		
Property – lease	40,958	41,216
Other	1,825	2,610
Auditors' remuneration (excluding VAT):		
Audit – current year	13,650	13,250

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	3,398,241	2,601,898
Redundancy and termination costs	–	4,865
Social security costs	343,804	260,946
Employer's contribution to defined contribution pension schemes	192,800	150,394
	3,934,845	3,018,103
Costs related to self employed associates	1,325,598	673,381
	5,260,443	3,691,484

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2022 No.	2021 No.
£70,000 – £79,999	3	3
£80,000 – £89,999	1	1

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £343,691 in respect of 4 employees (2021: £333,264 in respect of 4 employees).

Two Trustees received remuneration during the year for services provided as a Trustee and one of these two also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £2,464 (2021: £nil) incurred by 10 (2020: no) members relating to attendance at meetings of the trustees.

Pensions

	2022 £	2021 £
Pension amounts outstanding at 30 June	25,444	17,205

8 Staff numbers

The average number of employees (based on headcount) during the year was 108 (2021: 82).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2022 No.	2021 No.
Fundraising	3	3
Capacity building	36	30
Innovation in practice	28	21
Research	10	5
Influencing	8	5
Support	13	11
	98	75

Notes to the financial statements

For the year ended 30 June 2022

9 Related party transactions

As noted in note 7 above, Ursula Lindenberg and Shana Begum received remuneration during the year for services provided as a Trustee. Ursula Lindenberg also received remuneration for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

There were no amounts owing to or from any related party as at 30 June 2022 (2021: none).

During the year, SafeLives received no donations from connected parties (2021: none).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	–	–
At the end of the year	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	–	–
At the end of the year	36,237	36,237
Net book value		
At the end of the year	–	–
At the start of the year	–	–

All of the above assets are used for charitable purposes.

12 Debtors

	2022 £	2021 £
Trade debtors	142,704	265,272
Other debtors	19,857	17,235
Prepayments	35,557	85,888
Accrued income	644,917	468,000
	843,035	836,395

Notes to the financial statements

For the year ended 30 June 2022

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	304,155	119,387
Taxation and social security	117,079	80,695
Other creditors	47,533	44,703
Accruals	789,455	553,291
Deferred income (note 14)	726,971	1,067,628
	1,985,193	1,865,704

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2022 £	2021 £
Balance at the beginning of the year	1,067,628	980,606
Amount released to income in the year	(1,067,628)	(980,606)
Amount deferred in the year	726,971	1,067,628
Balance at the end of the year	726,971	1,067,628

Deferred income is in respect of the following:

	2022 £	2021 £
Fee income (Training, Insights and Consultancy)	554,055	698,042
Other projects (grants)	172,916	369,586
	726,971	1,067,628

15a Analysis of net assets between funds (current year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	133,828	2,217,985	1,076,396	3,428,209
Net assets at 30 June 2022	133,828	2,217,985	1,076,396	3,428,209

15b Analysis of net assets between funds (prior year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	819,061	1,196,807	1,429,626	2,517,816
Net assets at 30 June 2021	819,061	1,196,807	1,429,626	2,517,816

16a Movements in funds (current year)

	At 1 July 2021 £	Income £	Expenditure £	Transfers £	At 30 June 2022 £
Restricted funds:					
Capacity Building					
Training					
Training grants	62,352	261,030	275,358	-	48,024
Practice					
Core Functions grant	-	406,121	406,121	-	-
Other Practice grants	8,755	7,084	15,839	-	-
Scotland					
National Lottery Community Fund Scotland	53,374	-	53,374	-	-
Scottish government grants	-	155,979	154,061	-	1,918
Donation re Scotland work	-	5,000	5,000	-	-
Capacity Building Total	124,481	835,214	909,753	-	49,942
Innovation in Practice					
Drive	470,856	2,556,320	2,647,678	-	379,498
Beacons	46,355	77,213	116,084	-	7,484
Incubator team – Aurum Trust grant	28,818	75,000	93,565	-	10,253
Tampon Tax Funding re Your Best Friend Project	-	929,528	929,362	-	166
Grant for work with Cheshire Without Abuse	34,643	154,546	87,546	-	101,643
Other grants and donations re Innovation work	-	5,000	5,000	-	-
Safe Young Lives – Lloyds Bank Group grant	-	330,000	117,239	-	212,761
Safe Young Lives – Other grants	15,274	123,751	126,782	-	12,243
Innovation in Practice total	595,946	4,251,358	4,123,256	-	724,048
Research					
Core Functions grant	-	105,879	105,879	-	-
Fee income	-	57,481	57,481	-	-
Other grants	-	76,707	71,757	-	4,950
Research total	-	240,067	235,117	-	4,950
Influencing					
Grants & donations	-	168,525	137,177	-	31,348
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	709,199	-	443,091	-	266,108
Total restricted funds	1,429,626	5,495,164	5,848,394	-	1,076,396
General/unrestricted funds	1,196,807	3,538,263	3,047,300	530,215	2,217,985
Designated funds:					
Covid-19 fund	525,561	150,000	305,018	(370,543)	-
Strategic initiatives	293,500	-	-	(159,672)	133,828
Total designated funds	819,061	150,000	305,018	(530,215)	133,828
Total funds	3,445,494	9,183,427	9,200,712	-	3,428,209

The transfer between unrestricted funds and designated Covid-19 funds is in respect of the following:

	2022 £	2021 £
Deficit on training activity (April – September 2020)	-	23,699
Costs of developing remote training capability	-	91,165
Costs of dealing with funders and partners re Covid funds	58,100	88,441
Communications and PR activity around Covid 19	121,722	119,032
Support to services & analysis of the pandemic's impact	190,721	81,059
Total transfer between funds	370,543	403,396

£159,672 of costs have been charged against the new designated fund in support of new pieces of work as part of the strategy. The fund was not spent in full in 2021/22, as some of the pieces of work have taken longer to be scoped out and initiated than was originally thought. The balance of funds of £133,828 will therefore be carried forward, and spent in 2022/23 completing these activities.

16b Movements in funds (prior year)

	At 1 July 2020 £	Income £	Expenditure £	Transfers £	At 30 June 2021 £
Restricted funds					
Capacity Building					
Training					
Training bursaries & grants	42,285	133,865	113,798	-	62,352
Practice and Consultancy					
Core Functions	-	406,121	388,375	(17,746)	-
Other grants	-	117,999	109,244	-	8,755
Scotland					
National Lottery Community Fund Scotland	32,151	136,000	114,777	-	53,374
Scottish Government grants	-	111,500	111,500	-	-
Capacity Building Total	74,436	905,485	837,694	(17,746)	124,481
Innovation in Practice					
Drive	58,012	1,775,515	1,362,671	-	470,856
Beacons	70,023	1,146,892	1,170,560	-	46,355
Incubator team – Aurum Trust grant	11,797	99,998	82,977	-	28,818
Tampon Tax Funding re Your Best Friend Project	-	397,981	397,981	-	-
Grant for work with Cheshire Without Abuse	-	65,454	30,811	-	34,643
Other Innovation grants	-	39,442	39,442	-	-
Safe Young Lives grants	-	96,613	81,339	-	15,274
Innovation in Practice total	139,832	3,621,895	3,165,781	-	595,946
Research					
Core Functions	-	105,879	123,625	17,746	-
Other grants	-	41,300	41,300	-	-
Research total	-	147,179	164,925	17,746	-
Influencing					
Grants & donations	-	121,167	121,167	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	1,000,000	-	290,801	-	709,199
Total restricted funds	1,214,268	4,795,726	4,580,368	-	1,429,626
General/unrestricted funds	873,592	2,019,101	1,805,782	109,896	1,196,807
Covid-19 fund	429,956	1,447,078	948,077	(403,396)	525,561
Strategic initiatives	-	-	-	293,500	293,500
Total designated funds	429,956	1,447,078	948,077	(109,896)	819,061
Total funds	2,517,816	8,261,905	7,334,227	-	3,445,494

16 Movements in funds (continued)

Purposes of principal restricted funds

Capacity Building

Training bursaries & grants

We have received funding for bursaries to allow practitioners from smaller charities to access our training. Grants have been received from the Home Office and the Welsh Government to fund new training, in particular training to help professionals to work better with older victims of domestic abuse, and training for social workers working in children's services.

Practice & Consultancy

The Practice team provides support and resources to help Maracs and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Practice team's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

National Lottery Community Fund Scotland (also allocated to Research)

The funding from National Lottery Community Fund Scotland is enabling SafeLives to work closely with professionals and survivors across Scotland over 3 years, to review current service provision, analyse gaps and make improvement recommendations.

Scottish Government grants

The Scottish government has continued to fund our MARAC development and support work this year, and has also awarded us extra grants to support the work we have done in Scotland helping services to respond to the challenges of Covid-19.

Innovation in Practice

Drive

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas.

Beacons

Funding has been secured from a number of grant making trusts and commissions to develop two "Beacon" sites in Norfolk and Sussex where we are developing and testing all elements of our blueprint for change. This project is now in its closing stages.

Incubator Team

This team was established towards the end of 2018/19 to come up with ideas with respect to professional practice, and to test those ideas internally initially, and then with selected partners, before seeking to go to wider audiences.

Your Best Friend Project

In 2020/21 The Tampon Tax fund awarded us just under £1.5m to work with partners across England and Wales over 2 years and develop knowledge and confidence within young people to recognise and respond to domestic abuse.

Safe Young Lives

Funding has been awarded from several grant making trusts to help us research the issues around young people and domestic abuse – and in response to those insights, to formulate ideas and policies to address the issues identified.

Research

A significant part of the Research team's general work is funded from the Home Office "Core Functions" grant. This grant is supplemented by other restricted fee income and grant income in respect of specific research projects, which are commissioned by partners from time to time.

Influencing

The Public Affairs team's work on influencing and shaping policy in our sector is funded by several grants and a recurring donation.

NatWest Bank PLC Survivor fund

At the end of 2019/20, NatWest Bank PLC granted us £1m to be used over the next 3 years in making sub-grants to frontline services, who in turn would use the funds to provide direct financial assistance to the victims of domestic abuse and their families.

17 Analysis of cash and cash equivalents

	At 1 July 2021 £	Cash flows £	Other changes £	At 30 June 2022 £
Cash at bank and in hand	1,465,949	995,564	–	2,461,513
Short term deposits	3,008,854	(900,000)	–	2,108,854
Total cash and cash equivalents	4,474,803	95,564	–	4,570,367

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property 2022 £	2021 £	Other 2022 £	2021 £
Less than one year	42,504	42,504	1,858	1,703
One to five years	131,054	173,558	5,728	7,585
	173,558	216,062	7,586	9,288

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

SAFELIVES

England & Wales - Charity number 1106864

Accounts

Company number: 05203237
Charity number: 1106864
Scottish charity ref: SCO48291

SafeLives

Report and financial statements
For the year ended 30 June 2021

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For the year ended 30 June 2021

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Reference and administrative information

For the year ended 30 June 2021

Company number	05203237
Countries of incorporation	England and Wales
Charity number	1106864
Scottish charity reference	SCO48291
Countries of registration	England, Wales and Scotland

Registered office and operational address	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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Patron	HRH The Duchess of Cornwall
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Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:
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Isabel Boyer	(Chair)	
Alexandra Butler	(Vice Chair)	
Eva Bari	Appointed	1 st October 2021
Shana Begum	Appointed	1 st October 2021
Zoe Billingham	Appointed	1 st October 2021
Margaret Blyth	Resigned	1 st October 2021
Liz Hughes		
Ursula Lindenberg		
Andrew May		
Uzair Patel		
Kelly Rust		
Rebecca Spencer		
Takki Sulaiman		
Tim Symington	Appointed	1 st October 2021
Cassandra Wiener	Resigned	8 th June 2021

Key management personnel	Suzanne Jacob	Chief Executive
	Jo Silver	Director of Quality and Innovation
	Liz Thompson	Director of External Relations
	Jo Gordon	Chief Operating Officer

Bankers	NatWest Bank PO Box 2702, 3 Temple Back East Bristol, BS1 9BW
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Reference and administrative information

For the year ended 30 June 2021

Solicitors

Ramsay Paterson
Lynwood
Newland Garden
Sherborne, Dorset
DT9 3AF

Anthony Collins Solicitors LLP
134 Edmond Street
Birmingham
B3 2ES

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
London
EC1Y 0TL

Trustees' annual report

For the year ended 30 June 2021

The Trustees present their report and the audited financial statements for the year ended 30 June 2021. This has been another very important year for SafeLives, as we have continued to develop and deliver existing and new work in line with our Strategy "The Whole Picture". It has also been a full year of responding to the many new and unprecedented challenges and opportunities presented by the ongoing Covid-19 situation, which has now become part of the way we work. Our thanks go to, pioneers, staff, funders, partner agencies and all other stakeholders for their part in delivering another successful year and supporting SafeLives throughout this year.

The reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

1. Objectives and activities

The objects for which the charity is established are to advance for the public benefit in the United Kingdom, or elsewhere, such purposes as are recognised as exclusively charitable under the law of England and Wales, and under Scottish law, and in particular to promote best practice and understanding among the public, voluntary and statutory agencies in all matters relating to domestic abuse and family violence, its causes, remedies and prevention.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The Trustees report the progress of the activities that underpin each strategic priority and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

In 2018 we published our strategy: The Whole Picture, which set out our five strategic priorities:

- Act before someone harms or is harmed
- Identify and stop harmful behaviour
- Increase safety for those at risk
- Support people to live the lives they want after harm occurs
- Continue to be an effective and sustainable organisation

We believe that domestic abuse can be stopped. Stopped before it starts. Stopped before it ruins lives. Each year over two million people in the UK experience domestic abuse. Not one of them should have to wait until they're in crisis before we pay attention. Domestic abuse is never all of someone's experience or situation. We must see the whole picture – for the whole person, the whole family, the whole community and the whole of society.

We work with organisations across the UK to transform the response to domestic abuse. We want what you would want for your best friend. We listen to survivors, putting their voices at the heart of our thinking. We look at the whole picture for each individual and family to get the right help at the right time to make families everywhere safe and well. And we challenge perpetrators to change, asking 'why doesn't he stop?' rather than 'why doesn't she leave?' This principle applies whatever the sex of the victim or perpetrator and whatever the nature of their behaviour.

2. Achievements & Performance

Our work in 2020/21 has also been hugely impacted by our and the sector's response to Covid-19 and has seen unprecedented levels of work to shape and influence current and future policy in our sector.

Responding to Covid-19

Responding to Covid-19 remained a huge challenge for us and the wider domestic abuse sector throughout 2020/21.

We promoted [Reach In](#), the campaign we launched at the start of the pandemic, which encourages people to reach in and start a conversation if they think someone may be affected by domestic abuse. Thanks to our patron, HRH The Duchess of Cornwall, who highlighted this important message in an opinion piece in the Guardian, as Guest Editor of Emma Barnett's Radio 5 Live programme and online.

As the pandemic continued and lockdowns became a way of life, our Pioneers conceived the [Ask for Ani](#) (Assistance Needed Immediately) scheme, to help victims ask for support safely and discreetly by using the codeword in pharmacies, one of the few places that remained opened throughout this challenging period. We worked with the Home Office to develop [a toolkit](#) which was swiftly rolled out to pharmacies across the UK. The scheme has proven to be highly effective and will continue after the pandemic, to provide victims of domestic abuse with a local, reliable opportunity to seek help.

In November 2020, the coalition we brought together was awarded £1m from the National Lottery Community Fund to assess the effect of the pandemic in England on domestic abuse services, and the impact on everyone experiencing or using abusive behaviours. The Shadow Pandemic Domestic Abuse Learning Partnership saw [AAFDA](#), [Chayn](#), [Galop](#), [Imkaan](#), [Respect](#), [Rights of Women](#), SafeLives, [Social Finance](#), [Standing Together](#), [Surviving Economic Abuse](#) and [Women's Aid](#) Federation England, sharing learning and expertise in real time, and collating and reviewing evidence to drive future policy change.

Together, the Partnership has collected a wealth of evidence via surveys, workshops, and around 90 pieces of research relating to domestic abuse and the pandemic. This material is currently being analysed and will inform recommendations for UK Government policy, statutory services, and the domestic abuse sector.

We recognised that staff working in the domestic abuse sector during the pandemic were experiencing more stress and pressure due to an increase in the volume and complexity of caseloads, whilst working from home and often caring for children. With funding from the Home Office, we developed a raft of support for hundreds of frontline staff across the sector, including clinical supervision, a support and wellbeing group, and a resilience tool. 95% of those who gave feedback agreed it would have a positive impact on their morale.

Trustees' annual report

For the year ended 30 June 2021

Our rolling survey of victims and survivors of domestic abuse undertaken during the pandemic clearly demonstrated that challenges increased during lockdown, with around half saying they didn't feel it was appropriate to contact the police, leaving them further isolated and at increased risk. In response, we established our [Staying Safe at Home](#) programme to support survivors and the frontline professionals with tools, resources and guidance, plus regular calls with frontline CEOs to keep tabs on the issues for them and feed into policy making and the case for emergency funding. We also set up [Safe at Home in Scotland](#), bringing together more than 60 domestic abuse professionals from the statutory and voluntary sector, informed by our authentic voice panel of survivors, to share best practice and solve problems to make the right support available during the pandemic.

Influencing UK policy

Shaping policy and influencing legislation is a vital aspect of our work towards ending domestic abuse, for everyone, for good.

The Domestic Abuse Act (2021)

Over the past four years we have worked with our Pioneers, survivors, frontline practitioners, partner organisations and politicians in Westminster to influence the development of the [Domestic Abuse Act](#), which gained Royal Assent in April 2021. This legislation signals a significant change in how domestic abuse is addressed by statutory agencies and is an important step forward in our mission to end domestic abuse for everyone, for good.

We are pleased to have successfully supported Barnardo's to secure a vital amendment to recognise children as victims of domestic abuse in their own right. We joined Surviving Economic Abuse's campaign to extend the definition of controlling behaviour to post separation and to perpetrators who do not live with the victim, which is a vital step forward in supporting survivors to move on with their lives. And we also warmly welcomed legislation on the so-called 'rough sex' defence, which criminalises non-fatal strangulation, campaigned for by activist Rachel Williams and many fellow survivors.

We have been a proud founding member of the Drive partnership – set up with Respect and Social Finance to address and challenge domestic abuse perpetrator behaviour – since 2016. In 2020/21, 125 organisations and experts signed Drive's Call to Action, and this secured a UK Government commitment to include a perpetrator strategy within their forthcoming Domestic Abuse Strategy. Major change to strategic policy, of this kind, will help change the focus from '*why doesn't she just leave?*' to '*why doesn't he stop?*' (this principle applies whatever the gender of the individuals concerned).

We would have liked to have seen the importance of community-based services - which provide support to more than 70% of victims who seek help from specialist organisations - recognised within the new legislation. However, we were glad to at least secure a commitment from the UK Government to look at statutory means within their upcoming Victim's Bill to secure an obligation on public bodies to provide such services.

There is also more work to do to ensure migrant victims have access to life-saving services, and for victims with protected characteristics to be free from discrimination when accessing services. Their needs were not met by the new legislation and we will continue to work alongside partners to secure vital changes.

Trustees' annual report

For the year ended 30 June 2021

We believe that the Domestic Abuse Act needs to be accompanied by a long-term sustainable funding settlement for frontline domestic abuse services in the community which covers the whole family – adult, teen and child victims as well as perpetrators of abuse - and we will continue to make this case with Barnardo's and others, building on our #Invest2EndAbuse coalition.

Without dedicated funding for all adult and child victims who require support, including from specialist community-based services, many survivors will continue to be left without the help they need to get safe and recover. We are working to ensure this year's Comprehensive Spending Review recognises this, acknowledging the significant increase in demand on frontline services as a result of the pandemic.

Funding domestic abuse services

Following the launch of *A Safe Fund* – our report costing frontline domestic abuse provision for the whole family - we were invited to present to HM Treasury alongside colleagues at Women's Aid Federation England.

We also submitted proposals to the Department for Education, the Home Office and the Ministry for Justice, helping to make the case for increased funding both in response to the pandemic and for future sustainability of services. The Chancellor announced an increased fund for accommodation-based services (from £90m to £125m) while the Ministry of Justice was awarded £40m extra funding for victims of domestic abuse, topped up with another £11m. These are modest amounts compared with the total which ought to be spent, but still represent welcome increases.

We are grateful to the highly respected advisory firm, who are supporting us *pro bono* to analyse the cost to the state that could be avoided if domestic abuse was dealt with effectively. We aim to present this analysis to the Treasury as part of the Comprehensive Spending Review in autumn 2021.

Progress against and achievements in our 5 key strategic priorities in 2020/21 have been as follows:

Strategic Priority 1: Act before someone harms or is harmed

Our newest work focuses on acting before harm happens. In the earliest stages of turning this priority into an operational reality, we have focused on work with young people.

Safe Young Lives

Our research has clearly shown that young people are worried about themselves, their friends, and, sometimes, their own behaviour. They don't always know where to draw the line between healthy and unhealthy behaviour, and they don't engage with domestic abuse services that are aimed at adults. So, we have developed an ambitious programme of work, with young people, for young people, to provide support and advice about healthy relationships, develop understanding of how harming behaviour starts, and give confidence to begin conversations.

To ensure young people are at the heart and start of our work, and their authentic voice is heard and steers direction, we created a steering group of young people – the *Sound of Silence* which is funded by the Dulverton Trust and an anonymous funder. So far, nine youth change makers have been recruited, and 11 young people have signed up to be members of the wider engagement network.

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My Story Matters

Throughout 2020 we worked with colleagues On Our Radar, funded by Comic Relief's Tech vs Abuse programme, to better understand how young people considered, discussed and responded to harmful behaviour within their relationships. These findings were published in [My Story Matters : Understanding young people's perceptions of abuse in their romantic relationships](#) in May 2021 and have been critical in informing our Safe Young Lives work.

The [Talk About Toxic survey](#) we undertook in early February 2020 clearly highlighted that young people don't always know where to draw the line in their romantic relationships, and that they would prefer to speak with their peers, or go online for advice. In response, we continued our partnership with On Our Radar and worked with young people in 18 steering group sessions to create *Draw The Line*, a [mobile platform](#) designed by young people, for young people, to help them identify and call out toxic and harmful behaviour in their relationships. Unfortunately, we haven't been able to secure long term funding to further develop this pilot resource which has been accessed more than 13,000 times and provided valuable learning as we develop the Your Best Friend project (see below), and start work to better understand how harming behaviour begins.

Your Best Friend

My Story Matters told us that young people are most likely to seek advice from their friends. In 2020 we launched *Your Best Friend*, a Tampon Tax funded project that aims to empower girls, young women and non-binary young people in England and Wales with the knowledge and confidence to notice abuse in relationships and support their friends. Central to the work is that information and materials must be easily accessible where young people *are*, not where we would like them to be, either online or offline – and working with young people to co-create is the best way to do this. Young people led the development of a brand and a [website](#) in Spring 2021. Nearly one hundred girls, young women and non-binary young people took part in focus groups to help us find out about how they develop and experience relationships and what would help them stay safe. This also informed the development of the #WhatWillWork campaign and survey in July 2021, which collected evidence about friendships, relationships, and help-seeking.

A small group of young people with support from our research team are currently analysing the results, which will inform the development of interventions and resources tailored to young people that will give them the knowledge they need to support their friends and have healthy relationships, funded by onward grants. Further waves of activity are planned for next year.

Men and Boys Voices

We won't end domestic abuse without involving men and boys, and it's essential they are brought into the conversation rather than left on the side-lines.

Over the past year, we've been working with young men and boys, and more than 40 organisations that support them, to develop and pilot an approach to having conversations about their attitudes, expectations and behaviours in relationships.

In April 2021 we worked with H.O.P.E. Training and Consultancy, Drive, Respect, Dr Olumide Adisa at University of Suffolk and the Domestic Abuse Research Network to create and host a 'Men Speak Out

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Against VAWG' (Violence Against Women and Girls) online event. This was attended by over 400 people, and eight men spoke about their own perspective and role in more actively addressing violence against women and girls. The 400 participants came up with numerous suggestions about what could happen next. What's missing now, though, is the ongoing coalition of individuals and organisations who are active in spaces populated by men and boys, who are dedicated to developing and taking this work forward. We continue to work towards that coalition.

To stop abusive behaviour before it starts, we need richer evidence about why people begin to use abuse in the first place. With funding from the Queen Anne's Gate Foundation and the Rayne Foundation this year we launched the Verge of Harm project, steered by a group of 19 young people, and are currently conducting a survey #IsItOK to discover more about how harming behaviour begins. Insight from this research will inform our future practice that focuses on prevention – so that together we can stop domestic abuse before it starts, or at the very earliest stage, before it becomes a lifelong pattern of behaviour.

Strategic Priority 2: Identify and stop harmful behaviour

We are changing both narrative and practice with regards to domestic abuse – putting a focus on those who cause harm, supporting and challenging them to change, in partnership with a huge range of statutory and voluntary partners.

The [Drive Partnership](#), a collaboration of Respect, SafeLives, and Social Finance, has made significant progress in the past year in working with high-risk perpetrators of abuse to prevent further abusive behaviour and protect victims. The Partnership is currently working across ten sites in England and Wales, five of which were new in 2020/21.

Following the Drive intervention, 82% fewer perpetrators used abuse; 75% fewer perpetrators used harassment and stalking; 73% fewer perpetrators used jealous and controlling behaviour.

In June 2021 the Drive Partnership launched a [film](#) featuring Helen, a survivor of domestic abuse, whose life was changed following a perpetrator focused intervention. This powerful film urges government and police and crime commissioners to respond directly to people causing harm, rather than requiring victim-survivors to be solely responsible for keeping themselves safe.

As well as the model for Drive intervention at the frontline, the Drive Partnership is also delivering increasingly at a strategic, facilitative level. This includes innovating in frontline practice with regards to housing and children's social care; bringing together strategic and operational leads to develop ground-breaking policy, commissioning and country-wide coordination; and making sure those who respond to perpetrators of abuse in future are better equipped with the training and tools they need and are more representative of the UK population. Each strand is being taken forward in partnership, with leadership from those working from a specialist perspective including those from groups who are under-represented in the workforce for perpetrator response.

The Drive Partnership facilitates the Call To Action group, bringing together more than 125 organisations and experts to secure a commitment to include a perpetrator strategy in the UK Government's upcoming Domestic Abuse Strategy. The Drive team have also been working with the Domestic Abuse Commissioner

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to establish a multi-agency working group focusing on perpetrators of domestic abuse – the first strategic governance of its kind with senior leads from policing, housing, health, children's social care, all giving consideration to the policy, practice and funding change needed across the UK to make a practical reality of the principle 'Why doesn't he stop?'.

Throughout 2020/21 we worked with My Cheshire Without Abuse ("MyCWA") to implement *Engage*, a behaviour management model for couples or families who wish to remain in a relationship or safely co-parent. This has been piloted in Norfolk and West Sussex as part of the wider Beacon sites programme, and we were invited with MyCWA and the Police and Crime Commissioner to implement the model across Cheshire. An initial review demonstrated that the programme has had a positive impact, with 82% of victim-survivors saying they felt safer following participation in the programme, and 75% said their wellbeing had improved. Children reported improvements to their safety and wellbeing after support with mental health, safety and relationships. Caseworkers agreed that 62% of perpetrators of domestic abuse had better awareness of the impact of their actions, and 53% said they understood their behaviour was unacceptable as a result of Engage. We hope to pilot the model in further areas of England and Wales in the coming year, and work is underway with Emily Alison, who developed the model, to create an accredited training course which will support frontline practitioners to feel more confident and motivated to work with individuals in this situation, including the person causing harm.

We have continued to drive culture change within the police with our delivery of the *Domestic Abuse Matters* programme, licensed by the College of Policing.

Despite the challenges caused by the pandemic, in the past year we delivered this essential training face to face with police forces in Cleveland, Dorset, North Yorkshire, South Yorkshire and Thames Valley, reaching more than 4,000 first responders. At the end of 2020/21 we started to deliver the training to the Metropolitan Police, and this has now concluded. All forces have reported that the training has delivered measurable improvements across the key areas of domestic abuse risk assessments, quality of referrals to partner agencies, evidence gathering and statements, and this has been supported by independent evaluation.

We have built a strong relationship with Baroness Jenny Jones who has been championing the programme in the House of Lords and urging the government to provide funding for the remaining police forces that have not yet participated. We would like to see other organisations - either those with a key enforcement role or those with a role which brings them into direct contact with those use abuse (such as the newly re-forming National Probation Service) – adopt similar workforce development to improve their interventions with perpetrators of abuse.

Strategic Priority 3: Increase safety for those at risk

We focus on the whole person and the whole family, aiming to keep everyone involved in an abusive situation safe, sooner.

This year we acted swiftly on the increased risks for child and adult victims and survivors of domestic abuse during the pandemic and the growth in demand for and pressures on frontline services. Together with local authorities, police, health bodies, Maracs*, and multi-agency statutory and voluntary sector partners, we took

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immediate action to mitigate the risk, severity and complexity of situations arising by the pandemic; as well as developing and implementing strategic, systematic lessons for long term change.

* Maracs are multi-agency risk assessment conferences where relevant and proportionate information about the highest risk domestic abuse cases are shared and plans put in place to protect victims and their families – and are the cornerstone of the response to keep people safe. An Idva (Independent domestic violence advisor) or Idaa (Independent domestic abuse advocate -in Scotland) provides strong, independent advocacy for the victim, at each meeting.

In 2020/21 75,000 adults, who between them were parents and carers for 95,000 children, were referred to Maracs in England, Scotland, Wales and Northern Ireland.

Confidence and capabilities locally, at the frontline

We continue to provide national practice advice and guidance, as well as data collection and evidence gathering, responding to hundreds of queries each year and engaging almost 2,700 members of our online SafeLives Community.

We are also working with 28 local authorities on an effective multi-agency approach to domestic abuse that focuses on the whole family. This in-depth work involves mapping and reviewing current practice and process, identifying gaps, and co-creating solutions to improve partnership working and service provision so that victims of domestic abuse and their families are supported swiftly and appropriately.

This work is having a real impact on the ground. For example, in Herefordshire where new guidance has been developed for teams working with adults with social care needs. Our aim is to ensure accurate risk assessments are undertaken and potential domestic abuse is not missed.

Our [Practitioners survey](#) for 2020/21 clearly indicated a significant shortfall in the number of Idvas in England and Wales, and the caseloads of Maracs continue to increase – up 9% compared with 2019/20, and a 29% increase compared with 2017.

The proportion of cases where the victim is identified as being Black, Asian or racially minoritised has increased from 15.6% to 16.6% in the past year, and there has also been an increase in the proportion of cases where the victim has been recorded as having a disability, up from 6.9% to 7.9%. However, this remains lower than the national population of 19%.

Following the 2018/19 Scottish Government consultation on multi-agency interventions, this year we have been instrumental in setting up the Marac Advisory Group in Scotland to galvanise a long-awaited national approach that creates consistency across local authority areas. We also set up a new Scotland Marac Chairs Network, continued to host the Scottish Marac Co-ordinators Forum, and operated the Marac helpdesk which received 80 queries this year alone. We extended our training offer and supported Maracs with their pivot to online operations, introducing virtual observations to maintain continuity during the pandemic. We worked in partnership with Scottish Government to deliver seven well-attended deep dive events to share knowledge and best practice to shape next steps for Marac in Scotland.

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Our [Domestic Abuse Awareness Raising Tool \(DAART\)](#) for professionals from all sectors launched August 2020 in Scotland. The Tool has had almost 12,000 unique visits already, and we have been supporting statutory partners to integrate DAART to their learning systems to optimise and systematise usage.

Beacon sites

Over the past five years we have been working in partnership on an ambitious programme to trial a new approach to tackling domestic abuse in Norfolk and West Sussex (our Beacon sites) that focuses on improving outcomes for the whole family by creating systemic change, reducing inconsistencies, connecting services, and co-designing new interventions with survivors.

In 2020/21 Beacon sites in Norfolk and West Sussex continued to pilot five co-ordinated specific interventions for:

- Victims at medium risk of harm
- Victims with complex needs
- Families that want to stay together (Engage)
- Children and young people
- Families in the recovery from domestic abuse phase

The Beacon programme has been independently reviewed by the University of Central Lancashire. Their report, due to be published in Autumn 2021, shows very promising results in supporting the whole family who have experienced domestic abuse, with overwhelmingly positive feedback from adult and child survivors.

Since the pilot started in November 2018 more than 1,000 people have received direct support. Of these people:

76% - physical abuse has stopped
83% - sexual abuse has stopped
57% - harassment and stalking has stopped
42% - jealous and controlling behaviour has stopped
85% - felt safer
82% - said wellbeing had improved
80% - felt more confident
72% - said quality of life had improved
71% - were optimistic about the future

Whole Lives Scotland

In Scotland in 2020 we launched findings from [a national survivor survey](#), funded by the National Lottery Community Fund, to explore the pathways and barriers to expert support for adults experiencing domestic abuse.

The findings of this survey were as follows:

- Domestic abuse survivors experience a range of issues relating to mental health, physical health, employment, finance and homelessness

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- Survivors experience abuse for five years on average – and for longer if they are disabled or have children
- 66% of survivors don't access specialist domestic abuse services due to lack of awareness, stigma and shame, or not wanting to engage at that time
- Survivors who didn't access a specialist service had disclosed abuse to at least three people or agencies
- 50% of survivors who accessed specialist services self-referred despite having disclosed abuse to multiple agencies
- Disability and sexual orientation are linked to different kinds of abuse
- Minoritised survivors experience additional barriers to accessing services

Survivors said more awareness of domestic abuse in all its forms is the factor that would make the most difference in accessing services.

We [reviewed support](#) for survivors with learning disabilities in Stirling and, working with a range of new local and national partners, made a series of recommendations to improve access and outcomes for victims of domestic abuse who have learning disabilities.

We have also been working with Aberdeen City Council to review services for 16-25 year olds, and found their issues very much accorded with the findings of our wider Safe Young Lives work. Recommendations will be made soon.

Whole Health London

Only one in five people experiencing domestic abuse ever calls the police, but adult victims and survivors access hospitals, GP surgeries and mental health settings every day, and child victims are seen routinely by school nurses. Whole Health London is a three-year project funded by the City Bridge Trust which aims to map the domestic abuse response within health settings in the capital and make recommendations about the best way to secure a whole health response that truly meets the needs of victims and survivors.

The first [Whole Health London report](#) was published in March 2021 and analysed evidence from victims and survivors, domestic abuse services, and health care staff. The report recognised that whilst London is a leader in health-based domestic abuse innovation, gaps in provision remain caused by lack of health care workers' understanding about domestic abuse; lack of long-term sustainable funding for services; and a lack of integration of health and domestic abuse commissioning. The report makes a series of recommendations to improve provision in London which could equally be applied to deliver better, joined-up domestic abuse support in health care settings across the UK.

Specialist response services for adult and child victims: capacity and capability

We are delighted to have helped secure a multi-year settlement from the Ministry of Justice to increase the number of Idvas (Independent domestic violence advisors) and Isvas (Independent sexual violence advisor) in England and Wales. This £27m settlement will create 700 new specialist posts which have the potential to support up to 70,000 victims and survivors a year.

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The pandemic presented a major challenge to our training team – prior to Covid-19 all our learning was delivered in face-to-face settings. The training team has worked magic over the past 18 months, with additional investment from the Home Office, to adapt all our training courses to deliver remotely.

We have continued to deliver flagship Idva and Idaa training and have introduced a new anti-racism module. In March 2021 we concluded our first online Idaa accredited training course in Scotland, in partnership with ASSIST and Scottish Women's Aid, and were pleased that it was received a Net Promotor Score of 100!

We have recognised that the cost of accrediting training can be a barrier for small specialist organisations within the domestic abuse sector, and in line with our EEDI (Equity, equality, diversity and inclusion) commitments, have introduced additional bursaries offering seven places per course at reduced rates specifically for 'by and for' services.

In Scotland, we saw a change in the audiences requesting our training, with online participation enabling an increase in the pace and reach of our delivery. In March 2021 we trained 280 staff from across Inverclyde Council on the dynamics of domestic abuse and safe responses. Our open courses also attracted audiences from across the UK, from private, third and statutory sectors.

Strategic Priority 4: Support people to live the life they want after harm occurs

We have made progress this year in supporting people to live the life they want after harm occurs, through the links we have made with major employers and financial institutions whose staff and customers are benefitting from their development of policies, practice and funding streams. We know there's more to do to support recovery, including on mental health, and family court processes, and are proud of the active role of our Pioneers and survivors in helping drive change.

'Reach In' - a rapid review

Following our Reach In campaign, developed with Pioneers, to help friends and neighbours know how to check in on someone they might be worried about, we worked in partnership with University College London to secure funding from UK Research and Innovation (UKRI) to undertake a rapid review of informal support interventions for victims and survivors of domestic abuse. In autumn 2021, we will translate the research findings into further practical guidance to support friends, families, communities and practitioners to increase safety for those at risk of domestic abuse. The pandemic has shown the extent to which we need to grow the pool of people who think of themselves as 'first responders' when it comes to domestic abuse.

Commercial partners supporting survivors

This year we were proud to work with NatWest to launch the first grants in our Circle Fund, which will distribute their £1m donation over three years to 150 services around the UK to support survivors in their recovery from domestic abuse. We are working with a wide range of partners and have so far distributed more than £260,000 to nearly 90 services, delivering vital support at an individual and local community level across England, Scotland and Wales. We have deliberately made sure that we are distributing these funds to smaller, more specialist organisations, which might be excluded from traditional grant-making, and we have benefited from survivor involvement in the development and running of the programme.

We distributed more than 500 mobile phones and tablets as a result of the Great British Tech Appeal run by Vodafone to survivors, providing connectivity that was essential during the pandemic and school closures.

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We received more enquiries about workplace training and policy development from commercial organisations in 2020/21 than ever before, indicating that we are making progress in raising awareness of the prevalence and impact of domestic abuse throughout our society. We supported 20 commercial organisations through domestic abuse training provision or policy development, including Aviva, Linklaters, NatWest, Pinsent Masons, and Travers Smith. More than 1,300 commercial sector staff attended formal training, and many more engaged in webinars and events. Satisfaction with training was a pleasing 95.6 out of a possible 100.

Mental health – and the voice of those who don't survive

We contributed to vital, growing work being done by the National Police Chiefs Council, Kent County Council, Aafda (Advocacy After Domestic Abuse) and others with regards to suicides preceded by domestic abuse. The links between acute mental health needs – for adult and child victim/survivors and for perpetrators of abuse – are plain. But the work which needs to respond to those links is still under-funded, and we hope to see more done about this in the coming year.

Authentic voice - Pioneers and survivors

We make sure the voices of survivors are sought, heard, and at the forefront of service development.

We are proud that we are now working with 20 Pioneers and 10 members of the Authentic Voice Panel in Scotland and this year expanded the group to increase representation of diverse communities and experiences within the UK. We are delighted that our current and former Pioneers have been shortlisted for the Third Sector Awards Volunteer Team of the Year.

Pioneers have been actively involved in all SafeLives projects and work during the year, spearheading the 'Ask for Ani' initiative, and leading #ReachIn, as well as:

- Informing amendments to the Domestic Abuse Bill
- Speaking to more than 600 people in the Domestic Abuse Bill readiness webinar
- Reviewing tools and training including the new anti-racism module for the Idva course
- Meeting the Director of Crime at the Home Office to share experiences and influence policy
- Speaking to 200 delegates at the 6th annual Violence Against Women and Girls event together with the Domestic Abuse Commissioner and victims and survivors
- Speaking to Labour MPs at a New Statesman and Lloyds Bank Foundation roundtable
- Advising on the development of the NatWest Circle Fund
- Informing research into brain injury by the Disabilities Trust
- Presenting at the Top 100 leadership programme for public sector leaders
- Developing an authentic voice toolkit to support areas to develop their own authentic voice work

Pioneers' voices are critical in shaping the public discourse about domestic violence. This year Naomi Donald featured in the BBC documentary [Home Truths](#) presented by ex-footballer Ian Wright, who spoke about his childhood experience of domestic abuse. The programme dealt sensitively with the complex issues surrounding domestic abuse, including how it impacts on parenting, and the programme makers also took great care in giving a platform to both survivors and professionals of Black African or Caribbean heritage – voices and stories which are too rarely heard.

We now have young Pioneers, as well as the Sound of Silence (SOS) young people's panel. Young people have driven all our Safe Young Lives development work, testing survey questions, designing the Your Best

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Friend brand and website, creating the Draw the Line app and setting the priorities for future work. Young people have reported that involvement in our work of itself has given them new skills and confidence for the future.

We established our Authentic Voice Panel in Scotland, so far involving women from across the country with diverse experience of domestic abuse and accessing services. Most recently the panel has been invited to scrutinise the Scottish Government's decisions in relation to the Delivering Equally Safe Fund. The Panel also worked with the newly formed Social Security Scotland, the governmental body responsible for the administering of benefits, to ensure that processes and communications were reflective and responsive to the needs of survivors.

We are bringing more survivor voices than ever into our work, developing our approach to community capacity building, to bring in an even wider array of voices.

Family justice and family court

The family courts are a key priority for our Pioneers, and of victims of domestic abuse more widely, who are often re-traumatised by their experience in the family courts. Alongside many other organisations in the sector, we continue to consider the family court system to be unsafe for many abuse survivors – both adults and children.

In 2020/21, we secured funding from the Legal Education Foundation to develop and pilot ground-breaking training for family solicitors building on our expertise delivering cultural change training to statutory agencies including the police. We began the discovery process with a series of interviews with key stakeholders we identified in our mapping exercise. During more than 30 hours of conversations with legal practitioners, academics, representatives of law associations, survivors, third-sector organisations and others involved in the family and civil justice systems, we established strong connections with some of the most important voices in the current conversations around family justice reform.

Interviewees responded extremely positively to the project and many have joined an Advisory Group which aims to facilitate information-sharing around the stages of the project and gives us an opportunity to seek advice on specific aspects of the training. The close relationships we have built with the membership of the Advisory Group will also aid our wider working on the family justice system, alongside the active support for our influencing work from the Charles Russell Speechlys Foundation.

A senior lawyer told us they were glad that we were doing this work as it takes it off their 'to-do list' following a recent judgement in the Court of Appeal which found systematic issues with how the family courts handle allegations and findings of domestic abuse.

We presented initial findings from the stakeholder interviews to the Ministry of Justice, and they are very positive about the project.

Furthermore, we continue to work with partner organisations at Women's Aid England, Surviving Economic Abuse, and the DA Commissioner's Office for England and Wales, on improving survivors' experience of the family justice system. This includes a piece of work we are undertaking with solicitors at Charles Russell

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Speechlys with the aim of improving a form which victims of domestic abuse complete early in the process through the court and Pioneers have highlighted is, at best, insensitive to the experiences of survivors and the dynamics of abuse and, at worst, re-traumatising.

Strategic Priority 5: SafeLives continues to be an effective and sustainable organisation

Our goal is to end domestic abuse for everyone and for good. We work with a fantastic team of staff, associates, Trustees and Pioneers to secure our Whole Picture strategy, delivering what you would want for your best friend.

Equity, equality, diversity and inclusion

SafeLives published its first equity, equality, diversity and inclusion (EEDI) action plan on 1 July 2020. The, the organisation got a wakeup call from team members and other colleagues to develop that plan, and had been too complacent up to that point about our commitments and actions with respect to EEDI.

The plan covered the span of EEDI issues which we wanted to address, and was further developed in the context of the killing of George Floyd and the Black Lives Matter surge which followed. We wanted to place an explicit focus on anti-racism. Members of the SafeLives community – staff, Trustees, Pioneers, partner organisations and individuals – pushed us to think more deeply and act with more structure, leadership and urgency about this.

It has taken time, mistakes, and perseverance by amazing people to make progress on this plan. A heartfelt thank you is due to team members and colleagues alongside the organisation who put in a lot of effort to pull the EEDI plan together and start to implement the actions in it. Following this initial plan, we have since published a renewed EEDI plan for 2021/22, and are fully committed to its implementation.

Our staffing picture

Our staff team are talented, passionate and committed. Each new starter receives domestic abuse awareness training, and we are also running leadership training for all managers, as well as delivering learning and development on communications, project management, equality and diversity, mental health first aid and economic abuse.

The last year has seen us place even greater focus on supporting our staff through the coronavirus crisis. We have quickly mobilised to home working, making greater use of digital platforms to stay connected with each other. We are continuing to monitor the situation and are working closely with the team to ensure everyone feels supported and safe.

The team has had to be particularly resilient this year, adapting to all the many demands of Covid, and continuing to deliver our ambitious strategy. We are delighted the team has grown over the past year, and we have now grown further to 93 staff since year end.

We are also proud to work with a fantastic team of associates who help extend our work and impact. A huge thanks to everyone for their hard work this year.

We continue to work across most of the UK. Our team in Scotland are going from strength to strength, building new relationships and exploring exciting new areas of work. We have a formal Practice Lead for Wales and

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hope to soon be working in partnership with key colleagues there more closely. At the moment we don't have capacity to work in Northern Ireland, but we continue to provide advice and assistance where we can and doing more work there remains an aspiration.

Our Trustees continue to have overall responsibility for the management of the charity and guide us with their wide experience from a range of fields. As well as our formal Trustees, we have grown our Scottish Advisory Group, and are extremely appreciative of their time and input.

Partnerships

We continue to develop our partnerships and grow our strategic intent to be an ally to other organisations, including the smallest and most specialist. We are proud to have secured grants for smaller sector members during the Covid-19 crisis, and we continue to be a voice for those who need it. We still have work to do in this area and are particularly keen to grow our relationships with mental health organisations and serious violence leads in particular, in the coming year.

Our supporters

We would like to send a special thanks to each and every person who has supported us over 2020/21, with individual donations, challenge events, fundraising events, volunteering and through lending their experience in lots of different ways.

Historically most of our fundraising has been from trusts and statutory sources and private donors. We have continued to broaden our income streams to include events, community and corporate fundraising.

A **huge** thank you to everyone who has supported SafeLives' work this year. We cannot end domestic abuse alone. Through the support of trusts and foundations, corporates, Governments and individual givers we have been able to help thousands of families affected by domestic abuse, saving lives and helping people to live the lives they want in safety.

Aurum Trust
Buchanan Programme and Edward Blain
Bleu Blanc Rouge Foundation
Charles Russell Speechlys Foundation
City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates
Comic Relief
De Spicer Family Fund
Tampon Tax Fund
Dulverton Trust
Esmée Fairbairn Foundation
Fabrix
Garfield Weston Foundation
Home Office
John Ellerman Foundation

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Legal Education Foundation
Mills & Reeve Charitable Trust
National Lottery Community Fund
National Lottery Community Fund Scotland
NatWest
Oak Foundation
Peter Cundill Foundation
PlayTech
Private family foundation managed by Greenwood Place
Queen Anne's Gate Foundation
The Julia and Hans Rausing Trust
The Rayne Foundation
Scottish Government
Segelman Trust
Vodafone
Kate Wilkinson and Harry Gaskell
Mr. W. Randall Work and Mrs. Jeanne M. Work

If you would like to support our work please get in touch – we'd love to hear your fundraising ideas! You can contact us on fundraising@safelives.org.uk

3. Plans for future periods

In October 2018, we launched our strategy which seeks to provide a Whole Picture response to domestic abuse.

Our strategy sets out that during 2018-21 we will:

- Build our evidence and understanding to develop approaches that stop abuse from happening in the first place.
- Use our emerging evidence and practice to increase and improve responses that challenge harmful behaviour.
- Support and strengthen the work which protects people from abuse, increasing safety and wellbeing quickly and effectively.
- Improve and expand the support for everyone impacted by abuse, for all forms that impact takes.

In everything we do, the expert voice of frontline practitioners and the authentic voice of survivors will be a prominent and vital part. We will keep expanding the opportunities for those with lived experience to speak for themselves, in their own voices, and be heard by those who can make change.

In September 2021 we have refreshed and updated the strategic plan, to take account of the changed environment since it was first written in 2018. The plan's priorities for the future are now as follows:

Strategic Priority One: Act before someone harms or is harmed

We want to understand the cultural and societal influences which lead young people into harming others. What needs to happen within our families, communities and society as a whole to stop abuse from ever starting in the first place?

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From 2021 – 2024 we aim to:

- Create momentum around children now being designated in law (in England and Wales) as victims of domestic abuse in their own right, and the implications this has for policy, practice and provision of services.
- Continue to deliver the Safe Young Lives programme – with room to pursue what young people themselves say they need, increasing our social media presence and content to reach wider audiences and engage people, and driving policy change.
- Consider the specific situation and needs of some children and young people – to include those in or leaving local authority care, children with Special Educational Needs and neurodiversity.
- Start or continue relevant work under discussion with prospective sponsors/partners who run or fund youth engagement programmes.
- Keep growing our understanding of what works to prevent abuse by building on phases 1-3 of Men & Boys Voices, and the renewed call for men to be involved in preventing violence against women and girls.
- Continue to strengthen our evidence base with regards to ways in which the early onset of violence through abuse and neglect can lead to serious violence in other forms - if the right interventions and support aren't available.
- Consider opportunities and partnerships that enable earlier and more holistic prevention; including within educational settings (primary / secondary mainstream, private education and Pupil Referral Units), informal settings from youth centres to online spaces, and mental health settings, linking to other experiences and behaviours relevant to young people, and their coping strategies when faced with adversity.
- Consider other opportunities for prevention work beyond the young people focus – moments of transition in people's lives that can create vulnerability but also be opportunities to act to stop harm before it occurs (pregnancy, retirement, illness, bereavement, increasing age, the move to more rural living).

Strategic Priority Two: Identify and stop harmful behaviours

We look at long-term solutions to tackle domestic abuse. To reduce the number of victims, we must challenge perpetrators to stop. From 2021 – 2024 we aim to:

- Continue to work with relevant partners to scale up and rollout models of perpetrator work for which we now have a sound evidence base, in England and Wales and also in Scotland, increasing understanding and building confidence.
- Use the increased evidence base from Drive, Engage, perpetrator Insights and evidence from academics and colleague charities to inform funding decisions and best practice across the UK - provide information and practice support to ensure local areas have the most comprehensive response possible to whole families and individual perpetrators of abuse.
- Support police forces, the newly re-formed National Probation Service, and courts to take the next steps needed for culture change, including effectively policing offences included in the Domestic Abuse Act 2021 and robust offender management after or alongside prosecution.
- Deliver training for family justice professionals in order to avoid collusion with abusive individuals

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- Ensure there is support and funding to develop work focussed on young people who harm; including building the evidence base (and financial analysis) to stop harmful behaviour; to work with partners to pilot responses for young people who harm; and create awareness raising campaigns targeted at young people.
- Better understand what bystanders to harmful behaviour and friends of those using harm think and feel, and whether/how they could be helped to safely take action.
- Start or continue relevant work under discussion with prospective sponsors/partners who run/fund youth engagement programmes (e.g. Drive - MOPAC (London Mayor's Office for Policing and Crime) early intervention pilot for housing) or subject of Incubator development (links between youth violence and harmful relationship behaviour).

Strategic Priority Three: Increase safety for those at risk

80% of victims never call the police about their abuse. When they do reach out for support, in whatever form that takes, we will work to ensure they get the help they need. From 2021 -2024 we aim to:

- Learn from our work to date on responding holistically to families and the risks they face, continuing to encourage and facilitate systemic change across multiagency work at the local level which will deliver, operationally, a whole picture approach.
- Support frontline services and influencing policy across all four UK nations with expert data and practice to effectively deliver the risk led approach through Dash/Idva-Idaa/Marac across the UK, including through research sprints, thematic practice deep dives, and building on findings from the review of the risk led model.
- Continue to apply, replicate and scale, across the UK (as applicable in each of the four nations), our evidence from the Beacon sites of what works to increase people's safety. This includes developing the right partnerships, funders and practice to test and adjust these interventions further for groups who were under-represented in our original pilot sites in terms of race, age, sexuality, disability, geographical context. Ensure our training offer fits our aspirations for responses that apply to a whole family living with domestic abuse, with practitioners increasingly confident that they understand how different needs and responses fit together to create sustainable safety and improved wellbeing.
- Ensure interventions and responses are developed and designed to meet the needs of *everyone*, taking an intersectional approach, and further developing our quality assurance processes and accreditation models to support this.
- Some sectors, such as health, continue to lag behind in terms of their strategic, systemic identification of and response to abuse, though they have significant opportunities to identify and stop harm at an early stage. The health sector is a crucial example of this. Despite many energetic and passionate individual professionals, the system as a whole is not yet responsive to its responsibilities with regards to domestic abuse. We will act in close collaboration with our colleague organisations in the domestic abuse sector to try to change this, whether through the embedding of more specialist workers in health settings, or getting domestic abuse built into strategic planning and funding.
- Linked to the point above – given people's greater willingness to disclose abuse in health settings – we will keep working to identify and break down the barriers which currently stop some

victim/survivors from being able to speak out, whether because of discriminatory practice, concerns about language or immigration status, fears about disclosing sexuality, the risk of isolation or confidentiality concerns for older or more geographically isolated individuals, lack of access to online technologies, or any other reason.

Strategic Priority Four: Support people to live the life they want after harm occurs

We firmly believe there is no 'them and us'. Only us. We are passionate about supporting survivors to live the life they want. From 2021 – 24 we aim to:

- Review and respond to the barriers and enablers for survivors in a wide range of communities and situations to live the life they want after harm happens, including the value of guided self-help and peer-led approaches.
- Upskill agencies to understand how people may present after they've experienced abuse – so that a lack of understanding doesn't impact on survivors being able to live the lives they want. Understanding will include the ability to recognise and respond to trauma, and the tailoring of responses, including mental health responses, so those in distress aren't unnecessarily pathologised, those with protected characteristics are offered support that suits their particular requirements, and social prescribing is explored for the potential benefits it could bring.
- Continue to apply, replicate and scale, across the UK (as applicable in each of the four nations), our evidence from the Beacon sites of what works to help people live the lives they want after abuse has happened. This includes developing the right partnerships and practice to test and adjust recovery and step-down interventions further for groups who were under-represented in our original pilot sites in terms of race, age, sexuality, disability, geographical context.
- Deliver Years 2 and 3 of the NatWest Circle Fund, and gain a greater understanding of what impact it can have, sharing the learnings for wider change.
- Continue to empower survivors to drive change, scale-up authentic voice approach everywhere, extending their role in co-creation, and learning lessons from all our work across the UK, including our Pioneers and our AV Panel in Scotland, supporting organisations/structures to embed their own AV systems.
- Further develop our work on driving change in the family court, delivering our training for legal professionals and sharing the learning from our consultations.
- Increase attention to voice of the child where they have experienced harm in the home. Build our children and young people's authentic voice, in relation to Family Court / Justice, reflecting on the experiences and needs created or exaggerated by Covid, and recovery service provision in response to it (*See also SP1*).
- Explore the need and potential for a 'bridging course': development of a training offer and/or further online materials to support communities and co-workers, survivors and others who aren't working in a professional DA capacity but would like to learn about DA and response.
- We will ensure that SP4; life after harm, is being applied appropriately to those who use abuse/have used abuse, as well as to adult and child victim/survivors.
- Ensure that for adult survivors, responses are inclusive of those who are less visible – for example those adults who were child survivors of abuse, survivors of child to parent abuse, and

those survivors who might be deemed 'able to cope' by reason of their financial or professional position.

Strategic Priority Five: SafeLives is an effective and sustainable organisation

Operating model and organisational development – we will:

- Keep developing the 'how' of delivering our strategy, for example continuing to increase adoption of digital tech for good, tech v abuse approaches, and forging links with individuals and organisations who are credible and effective in (physical and online) spaces populated by boys and men.
- Agree and deliver on goals for how we grow our authentic voice over the next three years – our Pioneer group, associate experts by experience, children and young people.
- Develop appropriate plans to support individuals or groups of survivors who want to make change in their own local area. This fits with the broader context of 'Reach In' – through which so many more private citizens can be confident and motivated to play a role as first responders to abuse.
- Continue to drive effective communications across and beyond SafeLives to make the case that everyone has a role to play in ending domestic abuse.

EEDI – we will:

- Continue to prioritise the development of active anti-racism in our organisation, as a part of our wider EEDI commitments, and apply this to our team (by which we mean staff, Trustees, associates and Pioneers), our partnerships, our delivery and our communications. This will involve both practical and cultural change, from our recruitment to our training materials, our restorative conversations when we encounter problems, to investment in all staff through the development and support they need to thrive in the organisation and fulfil our values and commitments.
- Act on the findings from scoping work in spring/summer 2021 which examines how we can be the best ally to the smallest, most specialist domestic abuse and wider VAWG/safeguarding organisations.
- Continue to review the outcomes from the annual EEDI action plan and develop based on results and publish annually.

Staff engagement, support, learning and development - we will:

- Continue to invest in our core capabilities as an organisation, for example retaining our specialism in quantitative data, building up our expertise in national perpetrator data and financial evidence, making sure newly arriving team members have strong induction in the foundations of the organisation's work, to improve institutional memory.
- Make sure staff are offered a variety of learning opportunities, including 'hands on' learning through visits or secondments (back) to the frontline so staff are close to frontline practice and challenges in domestic abuse response (including for perpetrators of abuse), safeguarding and mental health sectors.
- Continue to monitor staff engagement and satisfaction with annual staff survey and other measures, and act on the findings. Ensure staff are well equipped with learning opportunities to

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For the year ended 30 June 2021

flourish in their role and continue to develop and extend our pool of associates. Continue to support staff wellbeing including through clinical supervision.

Infrastructure - we will:

- Implement income generation plans which look laterally at the opportunities for funding and 'in kind' benefits that would usually be unaffordable for us, or which can help us extend our reach.
- Develop our digital platforms and services, including embedding our new website, reaching new audiences, seeing an increase in return visitors, and improvements in user journeys.
- Build on learning from the Covid pandemic in terms of our better use of digital technology to do our work, develop our training offer, and support the same evolution in ways of working in our colleague organisations.
- Encourage staff to take part in cross-sector learning, so to the greatest extent possible as charities we 'solve the problem once' then learn from each other.

4. Structure, governance & management

SafeLives is a charitable company limited by guarantee, incorporated on 11 August 2004, and registered as a charity on 18 November 2004. The organisation was established under a Memorandum of Association, which established the objects and powers of the organisation, and is now governed by its Articles of Association (as updated in 2018).

Apart from 1 Trustee who is remunerated for her services as a Trustee and as a Pioneer, all Trustees give their time voluntarily, and receive no benefits from the charity. The charity's governing document permits the payment of Trustees, and this was also cleared with the Charity Commission. Details of this remuneration, and of expenses reclaimed from the charity are set out in note 7 to the financial statements.

Governance

Trustees are appointed for a 3-year term that may be renewed for another 3 years. Trustees are selected on the basis of their skills and experience, and to ensure an appropriate mix of skills and diversity in the Board. There is a full induction programme for new Trustees and the chance to observe different activities of SafeLives.

The Trustees are responsible for the governance of the charity according to the terms of the Articles of Association. They have delegated authority for the day-to-day running of the charity to the CEO. They have created a Finance Committee that is responsible for overseeing the finances of the charity and for making recommendations to the full Board. The CEO, the Head of Finance, and other senior managers attend the Finance Committee meetings.

The Trustees have also established a Remuneration Committee of three Trustees that is responsible for approving the overall remuneration policy of the charity and, in particular, the remuneration of the CEO and the Directors. The Remuneration Committee meets when necessary but at least once a year. The Remuneration Committee reviews the remuneration of the Executive team and key management personnel by reference to market rates and external benchmarks.

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The Nominations Committee oversees and makes recommendations to the Board with respect to Trustee appointments, and reviews the size, mix and composition of skills and experience of the Board. This Committee also advises the Board on the recruitment of the Chief Executive, and on succession planning with respect to Trustees and key management personnel.

Full Trustee and Finance Committee Meetings are held on a quarterly basis.

Organisational Structure and Management

The charity is led by the CEO and the Senior Leadership Team of Executive Directors. We have a strong operational management team consisting of the heads of each team who are responsible for the creation and delivery of our operating plan, the tight oversight of our finances and development and support of our staff.

The average number of employees, on a full-time equivalent basis, for the year has increased from 73 to 75.

Risk Management

Risk management remains one of the most important responsibilities of the Board of Trustees. The charity maintains a Risk Register, which tracks a range of risks to the organisation, including those posed by changes in the sector, demand for services, levels of funding and staffing. The Register is reviewed at every quarterly Trustee meeting and any changes in risk levels are noted and a mitigation plan is in place for each.

The Risk Register considers the risks facing the charity grouped into 6 categories: organisational resilience – people; organisational resilience – systems; partnerships; environment; funding and delivery.

The 3 highest risks currently on the Risk Register are as follows:

Organisational Resilience – People: The Covid-19 Pandemic put the staff team under a lot of new and unexpected pressures and meant that we had to quickly adapt and work in new and different ways. We continue to look at how we support the full range of needs across the whole staff team, to manage risks such as burn out and mental health issues. Remote recruitment, induction and integration of the many new staff who have joined in the last year has also thrown up new challenges.

Environment. Whilst our funding for 2021/22 is secure, and we have a credible and prudent budget for 2021/22, the longer-term funding outlook is particularly uncertain. We will need to work closer than ever before with both the national government in Westminster and the devolved governments in order to secure longer term multi-period funding beyond 2022 for both our sector and ourselves.

Partnerships and delivery. There have been many changes to the SafeLives staff team in 2020/21 and since year end, not least a high number of new starters. This has inevitably had an impact on the delivery of some programmes and projects, which was to be expected. We are, on the positive side, excited about the fresh energy and ideas all the new staff members are starting to bring to our work. Our key partnerships with other organisations in the sector have broadened and deepened over the last year with a lot of collaborative work on issues such as perpetrator work, the response to the DA Bill and the sector response to the pandemic. We

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don't want to lose any of the benefits from this closer working, and we would also like to build on it, for example with more collaborative work around Men and Boys Voices work.

SafeGuarding, Serious and Critical Incidents

We continue to take our responsibility to the safety of those who are experiencing / have experienced domestic abuse and our staff, associate team, Pioneers and Trustees seriously. We know that many of us are in both groups. Jo Gordon (Chief Operating Officer) is the designated safeguarding lead. Susie Hay (Head of Research, Evaluation and Analysis) is the deputy designated safeguarding officer. Both are experienced in working with safeguarding issues and have regular update training. We have a team of safeguarding champions who are trained to be the first point of contact for any member of staff with any safeguarding concerns. All staff have regular training and know what they need to do when they have any concern about someone's welfare. This system works effectively, and we report to the Board any issues that have been raised on a quarterly basis.

We also report on any critical incidents and explain what action has been taken to review and learn. There were no such reports made in 2020/21. (2020:5)

There have been no serious incidents to be referred to the Charity Commission reported by SafeLives either in its own right, or in connection with any of our projects being carried out with project partners, during the last 12 months.

5. Financial Review

Total income in the year to June 2021 was £8,262k, representing an increase of £1,271k or 18.2% on the prior year. The main year on year income changes are as follows:

Income £000's		2020/21	2019/20	Change
Capacity building	Training	1,386	1,218	168
	Practice	626	653	(27)
	Scotland	323	275	48
Innovation	Drive	1,776	954	822
	Beacons	1,147	1,352	(205)
	Other	699	164	535
Research		215	218	(3)
Influencing		121	80	41
Unrestricted grants & Donations		517	518	(1)
Investment income		5	13	(8)
Sub-total		6,815	5,445	1,370
NatWest Circle Fund		-	1,000	(1,000)
Covid-19 grants and donations		1,447	546	901
Total income		8,262	6,991	1,271

Income from our "traditional" sources increased by £1,370k from £5,445k in 2019/20 to £6,815k in 2020/21.

The biggest increase in income this year was in respect of the Drive project. The additional funding has enabled us to increase the central Drive team in order to support more perpetrator work in more areas.

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Other Innovation income has increased by £535k this year, due to new funds of £398k from the Tampon Tax to fund the Your Best Friend project. This income funds both SafeLives' work on the project, plus the work of the project partners in England and Wales. A further £97k of new income was secured to fund various Safe Young Lives projects.

Training income in 2020/21 is £168k higher than previous year, as the 4th quarter's training income in 2019/20 was severely impacted by the pandemic and training courses being cancelled or deferred. By October 2020, we had started to offer all courses via a menu of on-line delivery options, with the infrastructure to develop the platform to do that being funded by a Home Office Covid-19 grant.

Following receipt of £546k of Covid-19 funds in 2019/20, a further £1,447k of Covid 19 funds has been received in 2020/21. The largest item of Covid-19 funding received in 2020/21 was a joint £1.0m grant from the National Lottery Community Fund (NLCF) and the Department for Culture, Media and Sport (DCMS), to fund SafeLives and our 10 coalition partners in leading the sector's response to the pandemic. £724k of this grant had been distributed to the partners by 30th June 2021.

Costs have increased by £1,267k from £6,067k in 2019/20 to £7,334k in 2020/21. The movement in costs is as follows:

Costs £000's		2020/21	2019/20	Change
Capacity Building	Training	1,128	1,208	(80)
	Practice	516	731	(215)
	Scotland	260	249	11
Innovation in Practice	Drive	1,320	1,180	140
	Beacons	1,144	1,325	(181)
	Other	635	207	428
Research		178	294	(116)
Influencing		337	315	22
Support		378	343	35
Governance		29	32	(3)
Cost of raising funds		170	183	(13)
NatWest Circle Fund		291	-	291
Covid-19 costs		948	-	948
Total Costs		7,334	6,067	1,267

The largest cost increases this year have been for Innovation, the NatWest Circle Fund and Covid-19 costs.

£379k of the £428k increase in Innovation costs relates to the first year's cost on the Your Best Friend project.

Following receipt of the £1m NatWest Circle fund in late 2019/20, £291k of the fund has been spent this year, split between £264k of grants to services (who in turn to make direct grants to survivors) and £27k of costs to administer the funds.

£727k of the Covid-19 costs relates to grants made to partners. (£724k re the NLCF/DCMS grant; £3k to other partners).

Payments made through to project partners have increased considerably in 2020/21, due to the increased collaborative work undertaken on the Covid-19 Coalition, and the Your Best Friend project.

Project partner payments have been as follows:

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Partner costs £000's	2020/21	2019/20	Change
Drive	693	631	62
Beacons	967	1,050	(83)
Your Best Friend	274	-	274
Covid-19	727	-	727
Total	2,661	1,681	980

Excluding these payments to our partners, and income and costs on the NatWest Circle survivor fund, the income attributable directly to SafeLives own work was £5,310k (2020: £4,310k) and the related expenditure was £4,382k (2020: £4,386).

Reserves

SafeLives holds a mix of restricted and unrestricted reserves.

Restricted reserves represent the unspent balance of restricted income received by the charity, where the funding is allocated to specific charitable activities and projects. Restricted reserves will be applied to the future funding of those specific activities and projects for which the funds were intended.

Unrestricted reserves are held to fund and support the overall operation of the charity and can be applied by the charity to fund any aspect of the charity's operations. Unrestricted reserves are also held as a buffer to enable the charity to (a) withstand any short term cashflow and working capital shortfalls; (b) mitigate against the financial impact of risks identified in the Risk Register, and (c) to cover any unforeseen expenditure.

Additional funds granted/donated this year and last year to help fund SafeLives through the Covid-19 pandemic have been allocated to a designated fund, which will be used to fund the additional costs of our response to Covid-19 and to replace income which has been lost due to Covid-19.

A new designated fund has been created this year to ring-fence funds to enable planned work against strategic priorities, in support of the updated and refreshed strategic plan.

Total reserves have increased by 37% from last year end's £2,518k to stand at £3,446k this year.

The main movements on reserves are as follows:

Reserves balances £000's	30 th June 2021	30 th June 2020	Change
Unrestricted funds	1,197	874	323
Designated funds: Covid-19	525	430	95
Designated funds: strategic initiatives	294	0	294
Total unrestricted and designated funds	2,016	1,304	712
Restricted funds: NatWest Circle Fund	709	1,000	(291)
Restricted funds: Drive	471	58	413
Restricted funds: Other	250	156	94
Total restricted funds	1,430	1,214	216
Total funds	3,446	2,518	928

Trustees' annual report

For the year ended 30 June 2021

Unrestricted reserves have increased from £874k as at June 2020 to £1,197k at June 2021. During the year, the Trustees have reviewed the Charity's reserves policy as part of their annual review of going concern, and also taking account of the Risk Register and the operational and financial challenges brought about by the pandemic. As a result of this review, the Trustees have set a new unrestricted reserves target range. Unrestricted reserves should be maintained at a level of 3 – 6 months core operating costs. Core operating costs are defined as total costs excluding (a) grants made from the NatWest Circle fund (b) payments to project partners from restricted funds and (c) variable costs of paying associates. As at June 2021, unrestricted reserves represented 3.8 months of core operating costs (2020: 2.7 months).

Reserves continued to be invested in cash, with cash balances being placed on deposits of varying terms. Cash balances have increased this year by £882k from £3,593k to £4,475k, principally due to the (a) receipt of further Covid-19 emergency grants (b) the receipt of Drive funds in advance of expenditure and (c) an increase in deferred income receipts. The remaining NatWest funds are scheduled to be spent over the next 2 financial years, and the Covid-19 funds should be fully utilised by June 2022, with cash balances in June 2022 anticipated to be at a considerably lower level.

Best Practice in Fundraising

We strive to be open and transparent in our fundraising approach, and in how we obtain, store, and use donor information, with the consent of the donor.

We have a fundraising complaints procedure which can be found on our website:

<http://www.safelives.org.uk/about-us/contact-us/complaints>

We also have an easy way to make a complaint directly on the fundraising area of the website. No complaints were received in 2020/21.

We strive for best practice in fundraising. We are registered with the [Fundraising Regulator](#), complying with its Fundraising Promise:

<https://www.fundraisingregulator.org.uk/code/fundraising-promise>

We voluntarily signed up to join the Regulator in 2017.

Responsible use of personal data is at the heart of our fundraising practice.

We conducted a full review and audit of how we use and store personal data, not just for fundraising, but across the whole organisation in readiness for the EU General Data Protection Regulations (GDPR), which came into effect in May 2018, and since then have continued to keep our data protection policies and procedures up to date.

Going Concern

The Trustees have reviewed the charity's plans and forecasts and the risk register and have concluded that there are no material risks or uncertainties which would bring into doubt the charity's ability to continue to operate as a going concern into the foreseeable future.

Trustees' annual report

For the year ended 30 June 2021

In making this going concern assessment, the Trustees have considered the impact of Covid-19 on this year's actual and next year's predicted outturn. The biggest negative impact of Covid-19 was the sudden reduction in training activity and income in the final quarter of 2019/20, which continued into the first quarter of 2020/21. This training activity and income has not however been irrevocably "lost" – it has been deferred into 2020/21, and the delivery of training remotely started at scale in October 2020.

The charity has been very successful at securing new sources of Covid-19 emergency grant income, with £546k being recognised in 2019/20, and a further £1.4m of funds being received in 2020/21. A final instalment of Covid-19 grant income of £150k has also been received in 2021/22.

In addition to the Covid-19 funds, SafeLives has secured new restricted income in 2020/21 from a variety of sources to fund various projects thought 2021/22 and into 2022/23. Further grant awards since year end have also helped to improve the funding outlook for 2021/22 and beyond.

The going concern assessment also takes into account the charity's flexible cost model. SafeLives was able to respond quickly to the reduced level of training income in quarter 4 by reducing the cost of associate trainers, reducing venue costs, minimising travel and subsistence costs, and placing a significant number of staff on furlough. Further cost savings have also been achieved through reducing office space requirements and renegotiating office costs. In the event of Covid-19 causing material income reductions in the future, then similar cost reduction measures would be implemented again, in order to minimise the net adverse effect on cashflows and reserves.

The Trustees have also reviewed, simplified, and increased the level of the charity's unrestricted reserves, in the light of the risks the charity now faces, and taking into account the learnings from how the pandemic impacted our operating and financial model.

Statement of responsibilities of the trustees

The Trustees (who are also directors of SafeLives for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 applicable UK Accounting Standards and statements of recommended practice 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 presume that the charity will continue in operation

Trustees' annual report

For the year ended 30 June 2021

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 30 June 2021 was 10 (2020: 11). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Small Company Exemption

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been approved by the Trustees on 7th December 2021 and signed on their behalf by

Isabel Boyer
Chair
7th December 2021

Independent auditors' report

To the members of

SafeLives

Opinion

We have audited the financial statements of SafeLives (the 'charitable company') for the year ended 30 June 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on SafeLives' ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Independent auditors' report

To the members of

SafeLives

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are

Independent auditors' report

To the members of

SafeLives

responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

Independent auditors' report

To the members of

SafeLives

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

15 December 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 June 2021

	Note	Unrestricted £	Designated £	Restricted £	2021 Total £	Unrestricted £	Designated £	Restricted £	2020 Total £
Income from:									
Donations	2	516,516	1,447,078	–	1,963,594	517,957	545,599	1,000,000	2,063,556
Charitable activities									
Capacity Building	3.1	1,429,484	–	905,485	2,334,969	1,340,602	–	805,102	2,145,704
Innovation in Practice	3.2	–	–	3,621,895	3,621,895	–	–	2,470,515	2,470,515
Research	3.3	68,026	–	147,179	215,205	52,076	–	165,681	217,757
Influencing	3.4	–	–	121,167	121,167	–	–	80,000	80,000
Investments	4	5,075	–	–	5,075	13,442	–	–	13,442
Total income		2,019,101	1,447,078	4,795,726	8,261,905	1,924,077	545,599	4,521,298	6,990,974
Expenditure on:									
Raising funds	5	176,879	–	–	176,879	190,436	–	–	190,436
Charitable activities									
Capacity Building	5	1,298,352	–	837,694	2,136,046	1,481,628	20,000	914,342	2,415,970
Innovation in Practice	5	55,540	–	3,165,781	3,221,321	54,965	–	2,762,715	2,817,680
Research	5	40,468	–	164,925	205,393	86,193	–	235,943	322,136
Influencing	5	234,543	–	121,167	355,710	229,271	–	91,559	320,830
NatWest Circle Fund	5	–	–	290,801	290,801	–	–	–	–
Covid-19 related activity	5	–	948,077	–	948,077	–	–	–	–
Total expenditure		1,805,782	948,077	4,580,368	7,334,227	2,042,493	20,000	4,004,559	6,067,052
Net movement in funds (being net income/(expenditure) for the year)		213,319	499,001	215,358	927,678	(118,416)	525,599	516,739	923,922
Transfers between funds	16	109,896	(109,896)	–	–	95,643	(95,643)	–	–
Net movement in funds after transfers		323,215	389,105	215,358	927,678	(22,773)	429,956	516,739	923,922
Reconciliation of funds:									
Total funds brought forward	16	873,592	429,956	1,214,268	2,517,816	896,365	–	697,529	1,593,894
Total funds carried forward	16	1,196,807	819,061	1,429,626	3,445,494	873,592	429,956	1,214,268	2,517,816

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

Balance sheet

Company no. 05203237

As at 30 June 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	11		–		–
Current assets:					
Debtors	12	836,395		445,511	
Short term cash deposits	17	3,008,854		1,862,996	
Cash at bank and in hand	17	1,465,949		1,730,214	
		<u>5,311,198</u>		<u>4,038,721</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	1,865,704		1,520,905	
				<u></u>	
Net current assets			3,445,494		2,517,816
Total net assets			3,445,494		2,517,816
			<u></u>		<u></u>
The funds of the charity:					
Restricted income funds	16		1,429,626		1,214,268
Unrestricted income fund	16		1,196,807		873,592
Designated income fund	16		819,061		429,956
			<u></u>		<u></u>
Total charity funds			3,445,494		2,517,816
			<u></u>		<u></u>

Approved by the trustees on 7th December 2021 and signed on their behalf by

Isabel Boyer
Chair

Statement of cash flows

For the year ended 30 June 2021

Reconciliation of net income to net cash flow from operating activities

	Note	2021 £	2020 £
Net income for the reporting period (as per the statement of financial activities)		927,678	923,922
Interest from investments		(5,075)	(13,442)
(Increase)/decrease in debtors		(390,884)	675,727
Increase in creditors		344,799	64,850
Net cash provided by operating activities		876,518	1,651,057
 Net cash provided by operating activities		876,518	1,651,057
Cash flows from investing activities:			
Interest from investments		5,075	13,442
Net cash provided by investing activities		5,075	13,442
Change in cash and cash equivalents in the year		881,593	1,664,499
Cash and cash equivalents at the beginning of the year	17	3,593,210	1,928,711
Cash and cash equivalents at the end of the year	17	4,474,803	3,593,210

1 Accounting policies**a) Statutory information**

SafeLives is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address is Suite 2a, Whitefriars, Lewins Mead, Bristol BS1 2NT.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

As more fully considered in the Trustees report the Trustees have reviewed the ongoing impact of the Covid-19 pandemic on the charity's operations and ability to continue as a going concern into the foreseeable future, and have concluded there are no material uncertainties in this regard.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Bad and doubtful debts

SafeLives uses all reasonable endeavours to collect debts in respect of fees charged for services. Where items are over 12 months overdue and payment is looking to be extremely remote, the debt is written off in full (but will continue to be pursued). Debts which are over 90 days overdue, but under 1 year are reviewed on a regular basis, and a bad debt provision of 50% of the outstanding debt is made where appropriate.

i) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

j) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. Income and expenditure is allocated to four main charitable activities: Capacity Building; Innovation in Practice; Research and Influencing.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Allocation of support costs

Support costs include central functions and are allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Notes to the financial statements

For the year ended 30 June 2021

1 Accounting policies (continued)

m) Operating leases

Rental charges are charged on a straight line basis over the term of the lease. Rental incentives (such as rent free periods) are spread over the term of the lease.

n) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £5,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Leasehold improvements Over the minimum lease period

o) Debtors

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

p) Cash at bank and in hand

Cash at bank and cash 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. Short term deposits are cash deposits with more than 3 months' maturity.

q) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) 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.

s) Pensions

The charitable company makes defined contributions to personal pension plans for employees. The annual contributions payable are charged to the Statement of Financial Activities as they fall due. The company complies with the current requirements in respect of pensions auto-enrolment.

2 Donations & grants

	Unrestricted £	Designated £	Restricted £	2021 Total £	Unrestricted £	Designated £	Restricted £	2020 Total £
Grants receivable:								
Oak Foundation	-	-	-	-	106,667	-	-	106,667
Garfield Weston Foundation	100,000	-	-	100,000	100,000	-	-	100,000
Lloyds Bank plc	50,000	-	-	50,000	100,000	-	-	100,000
Peter Cundill Foundation	105,241	-	-	105,241	-	-	-	-
NatWest Bank plc	-	-	-	-	-	-	1,000,000	1,000,000
Other donations & income	261,275	-	-	261,275	211,290	-	-	211,290
Covid-19 grants & donations:								
National Lottery Community Fund/Department for Culture, Media and Sport	-	999,951	-	999,951	-	-	-	-
The Home Office	-	96,800	-	96,800	-	-	-	-
The Fidelity Foundation	-	150,000	-	150,000	-	-	-	-
Garfield Weston Foundation	-	-	-	-	-	150,000	-	150,000
Julius Gaudio Foundation	-	-	-	-	-	160,000	-	160,000
Other Covid-19 grants & donations	-	200,327	-	200,327	-	235,599	-	235,599
	516,516	1,447,078	-	1,963,594	517,957	545,599	1,000,000	2,063,556

All Covid-19 grants and donations received in the year have been classified as designated funds.

There were no restricted funds received in the current year, other than those allocated to specific charitable activities, as per note 3.

Notes to the financial statements

For the year ended 30 June 2021

3 Income from charitable activities

3.1 Capacity Building

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Training						
Fee income	1,252,117	–	1,252,117	1,160,555	–	1,160,555
Other Training grants	–	133,865	133,865	–	56,721	56,721
Sub-total for Training	1,252,117	133,865	1,385,982	1,160,555	56,721	1,217,276
Practice						
Fee income	101,701	–	101,701	87,893	3,450	91,343
Home Office – Core Functions grant	–	406,121	406,121	–	406,138	406,138
Standing Together – Health Pathfinder project grant	–	–	–	–	52,876	52,876
Other Practice & consultancy grants	–	117,999	117,999	–	102,917	102,917
Sub-total for Practice	101,701	524,120	625,821	87,893	565,381	653,274
Scotland						
Fee income	75,666	–	75,666	92,154	–	92,154
Scottish Government grants	–	111,500	111,500	–	50,000	50,000
National Lottery Community Fund Scotland	–	136,000	136,000	–	133,000	133,000
Sub-total for Scotland	75,666	247,500	323,166	92,154	183,000	275,154
Capacity Building Total	1,429,484	905,485	2,334,969	1,340,602	805,102	2,145,704

3.2 Innovation in Practice

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Drive						
MOPAC (Police Transformation Fund)	–	148,099	148,099	–	548,401	548,401
National Lottery Community Fund	–	907,588	907,588	–	205,438	205,438
The Home Office	–	402,928	402,928	–	–	–
Funding from Police & Crime Commissioners	–	137,544	137,544	–	67,500	67,500
Funding from grant making trusts	–	74,998	74,998	–	131,010	131,010
Miscellaneous	–	104,358	104,358	–	2,148	2,148
Sub-total for Drive	–	1,775,515	1,775,515	–	954,497	954,497
Beacons						
National Lottery Community Fund (Women's Aid)	–	677,714	677,714	–	659,434	659,434
Funding from grant making trusts	–	92,000	92,000	–	195,114	195,114
Funding from local partners	–	377,080	377,080	–	489,485	489,485
Miscellaneous	–	98	98	–	7,997	7,997
Sub-total for Beacons	–	1,146,892	1,146,892	–	1,352,030	1,352,030
Incubator team – Aurum Trust grant	–	99,998	99,998	–	100,002	100,002
Tampon Tax Funding re Your Best Friend Project	–	397,981	397,981	–	–	–
Innovation team funding from grant making trusts	–	104,896	104,896	–	63,986	63,986
Safe Young Lives projects	–	96,613	96,613	–	–	–
Innovation in Practice Total	–	3,621,895	3,621,895	–	2,470,515	2,470,515

3.3 Research

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Fee income	68,026	–	68,026	52,076	3,500	55,576
Home Office – Core Functions grant	–	105,879	105,879	–	105,863	105,863
Other grants for Research team	–	41,300	41,300	–	56,318	56,318
Research Total	68,026	147,179	215,205	52,076	165,681	217,757

3.4 Influencing

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Grants re public affairs work	–	96,167	96,167	–	55,000	55,000
Donation re public affairs work	–	25,000	25,000	–	25,000	25,000
Influencing Total	–	121,167	121,167	–	80,000	80,000

4 Income from investments

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Bank interest	5,075	–	5,075	13,442	–	13,442
Income from investments Total	5,075	–	5,075	13,442	–	13,442

Notes to the financial statements

For the year ended 30 June 2021

5 Analysis of expenditure

2021	Expenditure					charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total	Income
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	169,955	–	–	6,924	176,879	176,879	–	–		176,879
Charitable Activities										
Capacity Building										
Training	1,128,065	–	–	127,086	1,255,151	1,141,353	–	113,798		1,255,151
Practice	516,176	–	–	69,665	585,841	88,222	–	497,619		585,841
Scotland	259,679	–	–	35,375	295,054	68,777	–	226,277		295,054
	1,903,920	–	–	232,126	2,136,046	1,298,352	–	837,694		2,136,046
Innovation in Practice										
Drive	627,559	649,904	42,615	42,593	1,362,671	–	–	1,362,671		1,362,671
Beacons	176,268	–	967,913	26,379	1,170,560	–	–	1,170,560		1,170,560
Your Best Friend	105,809	273,564	–	18,608	397,981	–	–	397,981		397,981
Other innovation projects	182,026	–	–	26,744	208,770	55,540	–	153,230		208,770
Safe Young Lives	73,188	–	–	8,151	81,339	–	–	81,339		81,339
	1,164,850	923,468	1,010,528	122,475	3,221,321	55,540	–	3,165,781		3,221,321
Research	178,171	–	–	27,222	205,393	40,468	–	164,925		205,393
Influencing	337,289	–	–	18,421	355,710	234,543	–	121,167		355,710
NatWest Circle Fund	26,533	263,750	–	518	290,801	–	–	290,801		290,801
Covid-19 related activity	221,253	724,390	2,434	–	948,077	–	948,077	–		948,077
Total expenditure 2021	4,001,971	1,911,608	1,012,962	407,686	7,334,227	1,805,782	948,077	4,580,368		7,334,227

2020	Expenditure					charged to				
	Activities undertaken directly	Grant funding of activities via partners	Other funding of activities via partners	Support & governance Costs	Total Costs	Unrestricted Income	Designated Income	Restricted Income	Total	Income
	£	£	£	£	£	£	£	£	£	£
Costs of raising funds	182,857	–	–	7,579	190,436	190,436	–	–		190,436
Charitable Activities										
Capacity Building										
Training	1,208,042	–	–	92,647	1,300,689	1,110,851	–	189,838		1,300,689
Practice & consultancy	731,352	–	–	68,957	800,309	247,882	20,000	532,427		800,309
Scotland	249,285	–	–	65,687	314,972	122,895	–	192,077		314,972
	2,188,679	–	–	227,291	2,415,970	1,481,628	20,000	914,342		2,415,970
Innovation in Practice										
Drive	549,334	591,272	39,728	51,401	1,231,735	–	–	1,231,735		1,231,735
Beacons	275,171	–	1,050,000	30,307	1,355,478	–	–	1,355,478		1,355,478
Other	207,274	–	–	23,193	230,467	54,965	–	175,502		230,467
	1,031,779	591,272	1,089,728	104,901	2,817,680	54,965	–	2,762,715		2,817,680
Research	293,839	–	–	28,297	322,136	86,193	–	235,943		322,136
Influencing	314,412	–	–	6,418	320,830	229,271	–	91,559		320,830
Total expenditure 2020	4,011,566	591,272	1,089,728	374,486	6,067,052	2,042,493	20,000	4,004,559		6,067,052

Support and governance costs

	2021 Support	2021 Governance	2021 Support & governance	2020 Support	2020 Governance	2020 Support & governance
	£	£	£	£	£	£
Direct Staff Costs	265,293	11,369	276,662	242,043	13,065	255,108
Delivery Costs	3,516	500	4,016	15,871	1,250	17,121
IT Costs	88,078	–	88,078	64,816	–	64,816
Office Costs	14,324	–	14,324	18,271	–	18,271
Other Costs	7,056	17,550	24,606	2,130	17,040	19,170
	378,267	29,419	407,686	343,131	31,355	374,486

Notes to the financial statements

For the year ended 30 June 2021

6 Net income / (expenditure) for the year

This is stated after charging:

	2021 £	2020 £
Depreciation (note 11)	-	-
Operating lease rentals:		
Property – lease	41,216	43,204
Other	2,610	3,480
Auditors' remuneration (excluding VAT):		
Audit – current year	13,250	13,000
	13,250	13,000

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	2,601,898	2,515,213
Redundancy and termination costs	4,865	17,992
Social security costs	260,946	251,280
Employer's contribution to defined contribution pension schemes	150,394	153,477
	3,018,103	2,937,962
Costs related to self employed associates	673,381	509,304
	3,691,484	3,447,266

The following number of employees received employee benefits (excluding employer pension and national insurance costs) during the year between:

	2021 No.	2020 No.
£70,000 – £79,999	3	3
£80,000 – £89,999	1	1

The total employee benefits including employer pension contributions and employer's national insurance of the key management personnel were £336,264 in respect of 4 employees (2020: £327,374 in respect of 4 employees).

One Trustee received remuneration during the year (a) for services provided as a Trustee and (b) for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £460) incurred by no (2020: 4) members relating to attendance at meetings of the trustees.

Pensions

	2021 £	2020 £
Pension amounts outstanding at 30 June	17,205	16,368

Notes to the financial statements

For the year ended 30 June 2021

8 Staff numbers

The average number of employees (based on headcount) during the year was 82 (2020: 80).

The average number of employees (based on full-time equivalent of staff employed) during the year was as follows:

	2021 No.	2020 No.
Fundraising	3	3
Capacity building	30	30
Innovation in practice	21	16
Research	5	10
Influencing	5	6
Support	11	8
	75	73

9 Related party transactions

As noted in note 7 above, Ursula Lindenberg received remuneration during to year (a) for services provided as a Trustee and (b) for services provided as a Pioneer. The payment for services provided as a Trustee is permitted under the charity's governing document. The payment for services provided as a Pioneer were agreed on exactly the same terms as other non-Trustee Pioneers.

Kelly Rust, Trustee, is a Director at The London Community Foundation. Kelly Rust took no part in the decision made by the London Community Foundation to award the Drive project a £31,000 grant in 2019/20 (included as part of the £131,010 Drive funding in 2019/20 see note 3.2 above).

There were no amounts owing to or from any related party as at 30 June 2021 (2020: none).

During the year, SafeLives received no donations from connected parties (2020: none).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Leasehold improvements £	Total £
Cost		
At the start of the year	36,237	36,237
Additions in year	–	–
At the end of the year	36,237	36,237
Depreciation		
At the start of the year	36,237	36,237
Charge for the year	–	–
At the end of the year	36,237	36,237
Net book value		
At the end of the year	–	–
At the start of the year	–	–

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 June 2021

12 Debtors

	2021 £	2020 £
Trade debtors	265,272	112,783
Other debtors	17,235	42,277
Prepayments	85,888	123,483
Accrued income	468,000	166,968
	836,395	445,511

13 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	119,387	76,345
Taxation and social security	80,695	69,135
Other creditors	44,703	25,834
Accruals	553,291	368,985
Deferred income (note 14)	1,067,628	980,606
	1,865,704	1,520,905

14 Deferred income

The deferred income balance relates to income received in respect of programmes to be delivered in the next financial year.

	2021 £	2020 £
Balance at the beginning of the year	980,606	711,849
Amount released to income in the year	(980,606)	(711,849)
Amount deferred in the year	1,067,628	980,606
Balance at the end of the year	1,067,628	980,606

Deferred income is in respect of the following:

	2021 £	2020 £
Fee income (Training, Insights and Consultancy)	698,042	655,425
Other projects (grants)	369,586	325,181
	1,067,628	980,606

15a Analysis of net assets between funds (current year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	819,061	1,196,807	1,429,626	3,445,494
Net assets at 30 June 2021	819,061	1,196,807	1,429,626	3,445,494

Notes to the financial statements

For the year ended 30 June 2021

15b Analysis of net assets between funds (prior year)

	General designated £	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Net current assets	429,956	873,592	1,214,268	2,517,816
Net assets at 30 June 2020	429,956	873,592	1,214,268	2,517,816

16a Movements in funds (current year)

	At 1 July 2020 £	Income £	Expenditure £	Transfers £	At 30 June 2021 £
Restricted funds:					
Capacity Building					
Training					
Training grants	42,285	133,865	113,798	–	62,352
Practice					
Core Functions grant	–	406,121	388,375	(17,746)	–
Other Practice grants	–	117,999	109,244	–	8,755
Scotland					
National Lottery Community Fund Scotland	32,151	136,000	114,777	–	53,374
Scottish government grants	–	111,500	111,500	–	–
Capacity Building Total	74,436	905,485	837,694	(17,746)	124,481
Innovation in Practice					
Drive	58,012	1,775,515	1,362,671	–	470,856
Beacons	70,023	1,146,892	1,170,560	–	46,355
Incubator team – Aurum Trust grant	11,797	99,998	82,977	–	28,818
Tampon Tax Funding re Your Best Friend Project	–	397,981	397,981	–	–
Other Innovation grants	–	104,896	70,253	–	34,643
Safe Young Lives grants	–	96,613	81,339	–	15,274
Innovation in Practice total	139,832	3,621,895	3,165,781	–	595,946
Research					
Core Functions	–	105,879	123,625	17,746	–
Other grants	–	41,300	41,300	–	–
Research total	–	147,179	164,925	17,746	–
Influencing					
Grants & donations	–	121,167	121,167	–	–
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	1,000,000	–	290,801	–	709,199
Total restricted funds	1,214,268	4,795,726	4,580,368	–	1,429,626
General/unrestricted funds	873,592	2,019,101	1,805,782	109,896	1,196,807
Designated funds:					
Covid-19 fund	429,956	1,447,078	948,077	(403,396)	525,561
Strategic initiatives	–	–	–	293,500	293,500
Total designated funds	429,956	1,447,078	948,077	(109,896)	819,061
Total funds	2,517,816	8,261,905	7,334,227	–	3,445,494

Notes to the financial statements

For the year ended 30 June 2021

16a Movements in funds (current year continued)

The Core Functions grant was allocated 80:20 between the Practice and the Research teams. Activity and expenditure funded by this grant turned out to be higher than anticipated in the Research team, and lower in the Practice team, and so a transfer of £17,746 (2020: £40,262) was made between the two teams.

The transfer between unrestricted funds and designated Covid-19 funds is in respect of the following:

	2021	2020
	£	£
Costs of cancelling training courses March 2020	-	28,727
Deficit on training activity (April – September 2020)	23,699	55,499
Loss of other fee income in quarter 4 2019/20	-	11,417
Costs of developing remote training capability	91,165	-
Costs of dealing with funders and partners re Covid funds	88,441	-
Communications and PR activity around Covid 19	119,032	-
Stay Safe at Home project and support to services	81,059	-
Total transfer between funds	403,396	95,643

The transfer between unrestricted funds and the new designated fund to support strategic initiatives is to ring-fence funds set aside in the 2021/22 budget to further various projects and initiatives in support of the refreshed and updated Strategic Plan. The main pieces of work planned to be funded from this fund are as follows:

	£
Review of the risk led model	130,000
Expansion of Research capability, and update of key statistics (including feasibility of a national perpetrator data set)	82,500
Review of equality, diversity and inclusion across SafeLives	45,000
Development of staff expertise re perpetrator work	20,000
Other projects	16,000
Total designated fund re. strategic initiatives	293,500

Notes to the financial statements

For the year ended 30 June 2021

16b Movements in funds (prior year)

	At 1 July 2019 £	Income £	Expenditure £	Transfers £	At 30 June 2020 £
Restricted funds					
Capacity Building					
Training					
Training bursaries & grants	212,155	56,721	226,591	-	42,285
Practice and Consultancy					
Core Functions	555	406,138	366,431	(40,262)	-
Other grants	-	159,243	159,243	-	-
Scotland					
National Lottery Community Fund Scotland	41,228	133,000	142,077	-	32,151
Scottish Government grants	-	50,000	50,000	-	-
Capacity Building Total	253,938	805,102	944,342	(40,262)	74,436
Innovation in Practice					
Drive	335,250	954,497	1,231,735	-	58,012
Beacons	73,471	1,352,030	1,355,478	-	70,023
One Front Door	10,156	-	10,156	-	-
Aurum Trust – Incubator team	11,655	100,002	99,860	-	11,797
Other grants	1,500	63,986	65,486	-	-
Innovation in Practice total	432,032	2,470,515	2,762,715	-	139,832
Research					
Core Functions	-	105,863	146,125	40,262	-
Other grants	-	59,818	59,818	-	-
Research total	-	165,681	205,943	40,262	-
Influencing					
Grants & donations	11,559	80,000	91,559	-	-
Support for Victims/Survivors of Domestic Abuse					
NatWest Bank plc fund to directly help survivors of domestic abuse.	-	1,000,000	-	-	1,000,000
Total restricted funds	697,529	4,521,298	4,004,559	-	1,214,268
General/unrestricted funds	896,365	1,924,077	2,042,493	95,643	873,592
Designated fund: Covid –19 fund	-	545,599	20,000	(95,643)	429,956
Total funds	1,593,894	6,990,974	6,067,052	-	2,517,816

16 Movements in funds (continued)**Purposes of principal restricted funds****Capacity Building****Training bursaries & grants**

We have received funding for bursaries to allow practitioners from smaller charities to access our training.

Grants have been received from the Home Office and the Welsh Government to fund new training, in particular training to help professionals to work better with older victims of domestic abuse, and training for social workers working in children's services.

Practice & Consultancy

The Practice team provides support and resources to help Maracs and professionals working in the domestic violence sector to improve their effectiveness so that all high-risk victims of domestic abuse receive a consistent, quality response. A significant part of the Practice team's work (and some of the Research team's work) is funded via the "Core Functions" grant from the Home Office.

National Lottery Community Fund Scotland (also allocated to Research)

The funding from National Lottery Community Fund Scotland is enabling SafeLives to work closely with professionals and survivors across Scotland over 3 years, to review current service provision, analyse gaps and make improvement recommendations.

Scottish Government grants

The Scottish government has continued to fund our MARAC development and support work this year, and has also awarded us extra grants to support the work we have done in Scotland helping services to respond to the challenges of Covid-19.

Innovation in Practice**Drive**

This project (run in partnership with Respect & Social Finance and several delivery partners) addresses and challenges the behaviour of perpetrators of domestic abuse – the project is developing and testing innovative and different approaches with perpetrators across several pilot areas.

Beacons

Funding has been secured from a number of grant making trusts and commissions to develop two "Beacon" sites in Norfolk and Sussex where we are developing and testing all elements of our blueprint for change. This project is now in its closing stages.

Incubator Team

This team was established towards the end of 2018/19 to come up with ideas with respect to professional practice, and to test those ideas internally initially, and then with selected partners, before seeking to go to wider audiences.

Your Best Friend Project

In 2020/21 The Tampon Tax fund awarded us just under £1.5m to work with partners across England and Wales over 2 years and develop knowledge and confidence within young people to recognise and respond to domestic abuse.

Safe Young Lives

Funding has been awarded from several grant making trusts to help us research the issues around young people and domestic abuse – and in response to those insights, to formulate ideas and policies to address the issues identified.

NatWest Bank PLC Survivor fund

At the end of 2019/20, NatWest Bank PLC granted us £1m to be used over the next 3 years in making sub-grants to frontline services, who in turn would use the funds to provide direct financial assistance to the victims of domestic abuse and their families.

17 Analysis of cash and cash equivalents

	At 1 July 2020	Cash flows	Other changes	At 30 June 2021
	£	£	£	£
Cash at bank and in hand	1,730,214	(264,265)	–	1,465,949
Short term deposits	1,862,996	1,145,858	–	3,008,854
Total cash and cash equivalents	3,593,210	881,593	–	4,474,803

Notes to the financial statements

For the year ended 30 June 2021

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases, rental element excluding services charges, is as follows for each of the following periods.

	Property 2021 £	2020 £	Other 2021 £	2020 £
Less than one year	42,504	38,962	1,703	2,610
One to five years	173,558	170,016	7,585	–
Over five years	–	46,046	–	–
	216,062	255,024	9,288	2,610

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.