

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

## SafeLives

Report and financial statements

For the year ended 30 June 2022

Contents

For the year ended 30 June 2022

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**Reference and administrative information****For the year ended 30 June 2022**

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

<b>Registered office and operational address</b>	Suite 2a Whitefriars Lewins Mead Bristol, BS1 2NT
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<b>Patron</b>	HRH The Queen Consort
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<b>Trustees</b>	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 <sup>st</sup> October 2021
Shana Begum	Appointed	1 <sup>st</sup> October 2021
Zoe Billingham	Appointed	1 <sup>st</sup> October 2021
Margaret Blyth	Resigned	1 <sup>st</sup> October 2021
Liz Hughes		
Ursula Lindenberg		
Andrew May	Resigned	15 <sup>th</sup> March 2022
Uzair Patel		
Kelly Rust	Resigned	20 <sup>th</sup> September 2022
Rebecca Spencer		
Takki Sulaiman		
Tim Symington	Appointed	1 <sup>st</sup> October 2021

<b>Key management personnel</b>	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

<b>Bankers</b>	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**

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**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.



## **Trustees' annual report**

### **For the year ended 30 June 2022**

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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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### For the year ended 30 June 2022

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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.

## **Trustees' annual report**

### **For the year ended 30 June 2022**

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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

## Trustees' annual report

### For the year ended 30 June 2022

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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*

## **Trustees' annual report**

### **For the year ended 30 June 2022**

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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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### For the year ended 30 June 2022

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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

**Trustees' annual report**

**For the year ended 30 June 2022**

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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](mailto: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:

**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

### **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

### **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	-
<b>Sub-total</b>		<b>9,033</b>	<b>6,815</b>	<b>2,218</b>
Covid-19 grants and donations		150	1,447	(1,297)
<b>Total income</b>		<b>9,183</b>	<b>8,262</b>	<b>921</b>

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)
<b>Total Costs</b>		<b>9,201</b>	<b>7,334</b>	<b>1,867</b>

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)
<b>Total</b>	<b>2,534</b>	<b>2,661</b>	<b>(127)</b>

## Trustees' annual report

### For the year ended 30 June 2022

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	30 <sup>th</sup> June 2022	30 <sup>th</sup> June 2021	Change
Unrestricted funds	2,218	1,197	1,021
Designated funds: Covid-19	-	525	(525)
Designated funds: strategic initiatives	134	294	(160)
<b>Total unrestricted and designated funds</b>	<b>2,352</b>	<b>2,016</b>	<b>336</b>
Restricted funds: NatWest Circle Fund	266	709	(443)
Restricted funds: Drive	379	471	(92)
Restricted funds: Other	431	250	181
<b>Total restricted funds</b>	<b>1,076</b>	<b>1,430</b>	<b>(354)</b>
<b>Total funds</b>	<b>3,428</b>	<b>3,446</b>	<b>(18)</b>

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.

**Trustees' annual report**

**For the year ended 30 June 2022**

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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.

**Trustees' annual report**

**For the year ended 30 June 2022**

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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.

**Trustees' annual report**

**For the year ended 30 June 2022**

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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 6<sup>th</sup> December 2022 and signed on their behalf by

Isabel Boyer  
Chair  
6<sup>th</sup> December 2022

## Independent auditors' report

### To the members of

#### SafeLives

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### 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**

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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

### To the members of

#### SafeLives

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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

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- 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](http://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 £
<b>Income from:</b>									
Donations	2	891,844	150,000	–	<b>1,041,844</b>	516,516	1,447,078	–	1,963,594
Charitable activities									
Capacity Building	3.1	2,552,230	–	835,214	<b>3,387,444</b>	1,429,484	–	905,485	2,334,969
Innovation in Practice	3.2	–	–	4,251,358	<b>4,251,358</b>	–	–	3,621,895	3,621,895
Research	3.3	88,394	–	240,067	<b>328,461</b>	68,026	–	147,179	215,205
Influencing	3.4	150	–	168,525	<b>168,675</b>	–	–	121,167	121,167
Investments	4	5,645	–	–	<b>5,645</b>	5,075	–	–	5,075
<b>Total income</b>		<b>3,538,263</b>	<b>150,000</b>	<b>5,495,164</b>	<b>9,183,427</b>	2,019,101	1,447,078	4,795,726	8,261,905
<b>Expenditure on:</b>									
Raising funds	5	187,259	–	–	<b>187,259</b>	176,879	–	–	176,879
Charitable activities									
Capacity Building	5	2,136,036	–	909,753	<b>3,045,789</b>	1,298,352	–	837,694	2,136,046
Innovation in Practice	5	181,091	–	4,123,256	<b>4,304,347</b>	55,540	–	3,165,781	3,221,321
Research	5	224,041	–	235,117	<b>459,158</b>	40,468	–	164,925	205,393
Influencing	5	318,873	–	137,177	<b>456,050</b>	234,543	–	121,167	355,710
NatWest Circle Fund	5	–	–	443,091	<b>443,091</b>	–	–	290,801	290,801
Covid-19 related activity	5	–	305,018	–	<b>305,018</b>	–	948,077	–	948,077
<b>Total expenditure</b>		<b>3,047,300</b>	<b>305,018</b>	<b>5,848,394</b>	<b>9,200,712</b>	1,805,782	948,077	4,580,368	7,334,227
<b>Net movement in funds (being net income/(expenditure) for the year)</b>		490,963	(155,018)	(353,230)	<b>(17,285)</b>	213,319	499,001	215,358	927,678
<b>Transfers between funds</b>		530,215	(530,215)	–	–	109,896	(109,896)	–	–
<b>Net movement in funds after transfers</b>		1,021,178	(685,233)	(353,230)	(17,285)	323,215	389,105	215,358	927,678
<b>Reconciliation of funds:</b>									
Total funds brought forward	16	1,196,807	819,061	1,429,626	<b>3,445,494</b>	873,592	429,956	1,214,268	2,517,816
<b>Total funds carried forward</b>	16	<b>2,217,985</b>	<b>133,828</b>	<b>1,076,396</b>	<b>3,428,209</b>	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 £
<b>Fixed assets:</b>					
Tangible assets	11		–		–
<b>Current assets:</b>					
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	
		<b>5,413,402</b>		<b>5,311,198</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	13	1,985,193		1,865,704	
<b>Net current assets</b>			<b>3,428,209</b>		<b>3,445,494</b>
<b>Total net assets</b>			<b>3,428,209</b>		<b>3,445,494</b>
<b>The funds of the charity:</b>					
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
<b>Total charity funds</b>			<b>3,428,209</b>		<b>3,445,494</b>

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 £
<b>Net income for the reporting period (as per the statement of financial activities)</b>		<b>(17,285)</b>	<b>927,678</b>
Interest from investments		(5,645)	(5,075)
Increase in debtors		(6,640)	(390,884)
Increase in creditors		119,489	344,799
<b>Net cash provided by operating activities</b>		<b>89,919</b>	<b>876,518</b>
<b>Net cash provided by operating activities</b>		<b>89,919</b>	<b>876,518</b>
<b>Cash flows from investing activities:</b>			
Interest from investments		5,645	5,075
<b>Net cash provided by investing activities</b>		<b>5,645</b>	<b>5,075</b>
<b>Change in cash and cash equivalents in the year</b>		<b>95,564</b>	<b>881,593</b>
Cash and cash equivalents at the beginning of the year	17	4,474,803	3,593,210
<b>Cash and cash equivalents at the end of the year</b>	<b>17</b>	<b>4,570,367</b>	<b>4,474,803</b>

## Notes to the financial statements

For the year ended 30 June 2022

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### 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

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**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 &amp; 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
	<b>891,844</b>	<b>150,000</b>	<b>-</b>	<b>1,041,844</b>	<b>516,516</b>	<b>1,447,078</b>

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 £
<b>Training</b>					
Fee income	2,221,658	–	2,221,658	1,252,117	–
Other Training grants	–	261,030	261,030	–	133,865
<b>Sub-total for Training</b>	<b>2,221,658</b>	<b>261,030</b>	<b>2,482,688</b>	<b>1,252,117</b>	<b>133,865</b>
<b>Practice</b>					
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
<b>Sub-total for Practice</b>	<b>173,939</b>	<b>413,205</b>	<b>587,144</b>	<b>101,701</b>	<b>524,120</b>
<b>Scotland</b>					
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	–	–
<b>Sub-total for Scotland</b>	<b>156,633</b>	<b>160,979</b>	<b>317,612</b>	<b>75,666</b>	<b>247,500</b>
<b>Capacity Building Total</b>	<b>2,552,230</b>	<b>835,214</b>	<b>3,387,444</b>	<b>1,429,484</b>	<b>905,485</b>

## 3.2 Innovation in Practice

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
<b>Drive</b>					
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
<b>Sub-total for Drive</b>	<b>–</b>	<b>2,556,320</b>	<b>2,556,320</b>	<b>–</b>	<b>1,775,515</b>
<b>Beacons</b>					
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
<b>Sub-total for Beacons</b>	<b>–</b>	<b>77,213</b>	<b>77,213</b>	<b>–</b>	<b>1,146,892</b>
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
<b>Innovation in Practice Total</b>	<b>–</b>	<b>4,251,358</b>	<b>4,251,358</b>	<b>–</b>	<b>3,621,895</b>

## 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
<b>Research Total</b>	<b>88,394</b>	<b>240,067</b>	<b>328,461</b>	<b>68,026</b>	<b>147,179</b>

## 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
<b>Influencing Total</b>	<b>150</b>	<b>168,525</b>	<b>168,675</b>	<b>–</b>	<b>121,167</b>

**4 Income from investments**

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £
Bank interest	5,645	–	5,645	5,075	–
	<b>5,645</b>	<b>–</b>	<b>5,645</b>	<b>5,075</b>	<b>–</b>

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

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
<b>Total expenditure 2021</b>	<b>4,001,971</b>	<b>1,911,608</b>	<b>1,012,962</b>	<b>407,686</b>	<b>7,334,227</b>	<b>1,805,782</b>	<b>948,077</b>	<b>4,580,368</b>		<b>7,334,227</b>

## 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
	<b>447,044</b>	<b>34,338</b>	<b>481,382</b>	<b>378,267</b>	<b>29,419</b>	<b>407,686</b>

## 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 £
<b>Cost</b>		
At the start of the year	36,237	<b>36,237</b>
Additions in year	–	–
At the end of the year	<b>36,237</b>	<b>36,237</b>
<b>Depreciation</b>		
At the start of the year	36,237	<b>36,237</b>
Charge for the year	–	–
At the end of the year	<b>36,237</b>	<b>36,237</b>
<b>Net book value</b>		
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	<b>142,704</b>	265,272
Other debtors	<b>19,857</b>	17,235
Prepayments	<b>35,557</b>	85,888
Accrued income	<b>644,917</b>	468,000
	<b>843,035</b>	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
	<b>1,985,193</b>	<b>1,865,704</b>

## 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	<b>726,971</b>	<b>1,067,628</b>

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
	<b>726,971</b>	<b>1,067,628</b>

## 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	<b>3,428,209</b>
<b>Net assets at 30 June 2022</b>	<b>133,828</b>	<b>2,217,985</b>	<b>1,076,396</b>	<b>3,428,209</b>

## 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	<b>2,517,816</b>
<b>Net assets at 30 June 2021</b>	<b>819,061</b>	<b>1,196,807</b>	<b>1,429,626</b>	<b>2,517,816</b>

## 16a Movements in funds (current year)

	At 1 July 2021 £	Income £	Expenditure £	Transfers £	At 30 June 2022 £
<b>Restricted funds:</b>					
<b>Capacity Building</b>					
<b>Training</b>					
Training grants	62,352	261,030	275,358	-	48,024
<b>Practice</b>					
Core Functions grant	-	406,121	406,121	-	-
Other Practice grants	8,755	7,084	15,839	-	-
<b>Scotland</b>					
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	-	-
<b>Capacity Building Total</b>	<b>124,481</b>	<b>835,214</b>	<b>909,753</b>	<b>-</b>	<b>49,942</b>
<b>Innovation in Practice</b>					
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
<b>Innovation in Practice total</b>	<b>595,946</b>	<b>4,251,358</b>	<b>4,123,256</b>	<b>-</b>	<b>724,048</b>
<b>Research</b>					
Core Functions grant	-	105,879	105,879	-	-
Fee income	-	57,481	57,481	-	-
Other grants	-	76,707	71,757	-	4,950
<b>Research total</b>	<b>-</b>	<b>240,067</b>	<b>235,117</b>	<b>-</b>	<b>4,950</b>
<b>Influencing</b>					
Grants & donations	-	168,525	137,177	-	31,348
<b>Support for Victims/Survivors of Domestic Abuse</b>					
NatWest Bank plc fund to directly help survivors of domestic abuse.	709,199	-	443,091	-	266,108
<b>Total restricted funds</b>	<b>1,429,626</b>	<b>5,495,164</b>	<b>5,848,394</b>	<b>-</b>	<b>1,076,396</b>
<b>General/unrestricted funds</b>	<b>1,196,807</b>	<b>3,538,263</b>	<b>3,047,300</b>	<b>530,215</b>	<b>2,217,985</b>
<b>Designated funds:</b>					
Covid-19 fund	525,561	150,000	305,018	(370,543)	-
Strategic initiatives	293,500	-	-	(159,672)	133,828
<b>Total designated funds</b>	<b>819,061</b>	<b>150,000</b>	<b>305,018</b>	<b>(530,215)</b>	<b>133,828</b>
<b>Total funds</b>	<b>3,445,494</b>	<b>9,183,427</b>	<b>9,200,712</b>	<b>-</b>	<b>3,428,209</b>

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
<b>Total transfer between funds</b>	<b>370,543</b>	<b>403,396</b>

£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 £
<b>Restricted funds</b>					
<b>Capacity Building</b>					
<b>Training</b>					
Training bursaries & grants	42,285	133,865	113,798	-	62,352
<b>Practice and Consultancy</b>					
Core Functions	-	406,121	388,375	(17,746)	-
Other grants	-	117,999	109,244	-	8,755
<b>Scotland</b>					
National Lottery Community Fund Scotland	32,151	136,000	114,777	-	53,374
Scottish Government grants	-	111,500	111,500	-	-
<b>Capacity Building Total</b>	<b>74,436</b>	<b>905,485</b>	<b>837,694</b>	<b>(17,746)</b>	<b>124,481</b>
<b>Innovation in Practice</b>					
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
<b>Innovation in Practice total</b>	<b>139,832</b>	<b>3,621,895</b>	<b>3,165,781</b>	<b>-</b>	<b>595,946</b>
<b>Research</b>					
Core Functions	-	105,879	123,625	17,746	-
Other grants	-	41,300	41,300	-	-
<b>Research total</b>	<b>-</b>	<b>147,179</b>	<b>164,925</b>	<b>17,746</b>	<b>-</b>
<b>Influencing</b>					
Grants & donations	-	121,167	121,167	-	-
<b>Support for Victims/Survivors of Domestic Abuse</b>					
NatWest Bank plc fund to directly help survivors of domestic abuse.	1,000,000	-	290,801	-	709,199
<b>Total restricted funds</b>	<b>1,214,268</b>	<b>4,795,726</b>	<b>4,580,368</b>	<b>-</b>	<b>1,429,626</b>
<b>General/unrestricted funds</b>	<b>873,592</b>	<b>2,019,101</b>	<b>1,805,782</b>	<b>109,896</b>	<b>1,196,807</b>
Covid-19 fund	429,956	1,447,078	948,077	(403,396)	525,561
Strategic initiatives	-	-	-	293,500	293,500
<b>Total designated funds</b>	<b>429,956</b>	<b>1,447,078</b>	<b>948,077</b>	<b>(109,896)</b>	<b>819,061</b>
<b>Total funds</b>	<b>2,517,816</b>	<b>8,261,905</b>	<b>7,334,227</b>	<b>-</b>	<b>3,445,494</b>

## 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	–	<b>2,461,513</b>
Short term deposits	3,008,854	(900,000)	–	<b>2,108,854</b>
<b>Total cash and cash equivalents</b>	<b>4,474,803</b>	<b>95,564</b>	<b>–</b>	<b>4,570,367</b>

**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
	<b>173,558</b>	<b>216,062</b>	<b>7,586</b>	<b>9,288</b>

**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.