SAFER LONDON

England & Wales · Charity number 1109444

Details

Other names	SAFER LONDON FOUNDATION
Status	Registered
Legal form	Charitable company
Company number	05190766
Registered	2005-05-11
Register	View on the Charity Commission register

Contact

Address	154-156 Blackfriars Road Room 112 Safer London London SE1 8EN
Phone	02070210301
Email	info@saferlondon.org.uk
Website	www.saferlondon.org.uk

Activities

Objects: THE COMPANY IS ESTABLISHED FOR THE PUBLIC BENEFIT WITHIN GREATER LONDON AND ELSEWHERE WITHIN THE UNITED KINGDOM TO SUPPORT YOUNG PERSONS AND FAMILIES AFFECTED OR LIKELY TO BE AFFECTED BY VIOLENCE, EXPLOITATION AND CRIME BY, IN PARTICULAR (BUT WITHOUT LIMITATION): A) PROMOTING EDUCATION, MENTORING AND SUPPORT FOR YOUNG PEOPLE NOT TO TAKE UP OR, IF ALREADY INVOLVED, TO GIVE UP VIOLENT, EXPLOITATIVE AND CRIMINAL ACTIVITY; B) PROVIDING ASSISTANCE AND SUPPORT TO THE VICTIMS OR POTENTIAL VICTIMS OF VIOLENCE, EXPLOITATION AND CRIME; C) PROMOTING TRAINING AND SKILLS PROJECTS AS A MEANS OF KEEPING YOUNG PEOPLE OUT OF VIOLENT, EXPLOITATIVE AND CRIMINAL ACTIVITY; AND D) PROMOTING PUBLIC HEALTH AWARENESS OF THE ISSUES FACED BY THOSE AFFECTED OR LIKELY TO BE AFFECTED BY VIOLENCE, EXPLOITATION AND CRIME.

Activities: Our vision is a city that is safe for the young Londoners who live here. By working alongside young Londoners, their families and peers, as well as with the places where they live and spend their time, we can create a safer London not just for them but for everyone.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People

Geography

- **Area of benefit:** GREATER LONDON
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,514,480	£3,662,619	£855,337	69
2024-03-31	£3,829,949	£3,632,951	£1,003,476	63
2023-03-31	£3,632,726	£3,591,512	£806,478	59
2022-03-31	£3,558,113	£3,287,587	£765,264	57
2021-03-31	£2,948,170	£2,803,616	£494,738	60

Trustees

Name	Role	Appointed
Carrie Timms		2025-11-26
Dr Anthony Gunter		2019-11-27
Dr Helga Swidenbank		2025-11-26
Gemma Bailey		2021-11-30
Gemma Perolls		2025-11-26
Janine Marcelle McDowell		2015-04-30
Nicola Marcel		2025-11-26
TIM JONES		2013-05-17
Tobi Odetoyinbo		2025-11-26
Valerie Floy		2019-11-27
Vaneesha Bailey		2021-11-30

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SAFER LONDON

England & Wales - Charity number 1109444

Accounts

Growing Through the Cracks

Annual Trustees' Report, Accounts and Financial Review 2024 | 2025

Company number 05190766

Growing Through the Cracks

Annual Trustees' Report, Accounts and Financial Review 2024 | 2025

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safer LONDON

Growing Through the Cracks

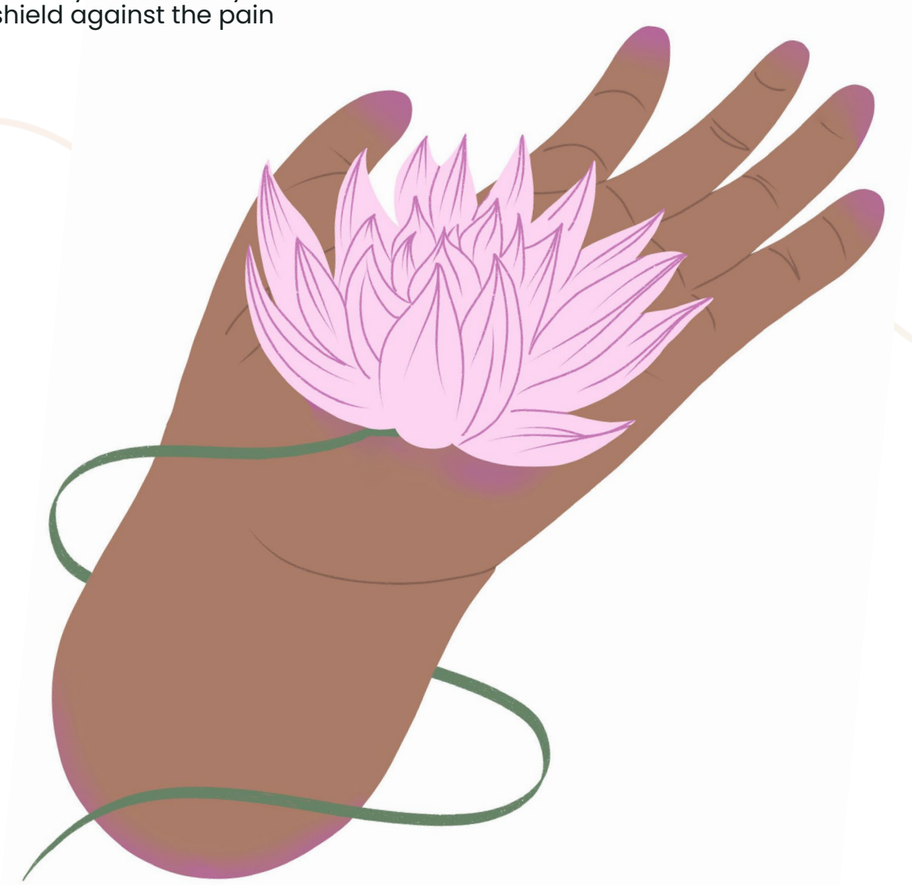
Impact Report 2024 - 2025

GROWING
THROUGH
THE CRACKS

My Hands Now

They used to say my name meant hope
A label I wore but never owned
A slope too steep to climb alone

I wore my vulnerability like a coat in the rain,
A shield against the pain



Harm had a familiar face, a voice that called from the street,
And my feet would stop, a rhythm of defeat.
To them, my vulnerability was sweet

To me it was a language I knew, a story on repeat
Where family was just a concept, fragile and incomplete.

Then a hand was offered, not from a bloodline,
but from a stranger's grace.
A single thread of belief spun into a safer space.

I mentioned some things to her that I swore I would take to the grave.
I didn't want to come across as stupid or not brave

But she saw the hope in my name when I could only see the scar
And in a breath, a heartbeat, she left the door ajar

The journey was not long in days but significantly vast in change
A shift in the soul, a breaking of the chain.

Now as I walk the streets and the old calls echo
I don't give them the time of day
I just walk away
Not because I'm fearless
But because I'm free

My story was once shaped by harm
Until I was woken up by my alarm
This life is mine
From harm to hope
And I choose hope

Every journey begins with a voice. This powerful spoken word piece, written by Asha a young Londoner who accessed our services and support, is a raw and moving reflection on trauma, resilience and the journey from harm to healing.

Through imagery and storytelling, Asha explores what it means to be vulnerable, to be seen and ultimately, to choose hope. It's a testament to the strength it takes to grow when you've lived through challenges and difficult experiences - and the life-changing impact of being truly heard.

Growing through the Cracks

Healing doesn't follow a straight line. For young Londoners who've experienced violence, exploitation, harm and trauma the path forward is often shaped by experiences that are isolating, complex and often invisible to others.

The young people we support are navigating environments marked by high levels of violence, exploitation and trauma.

In the past year, serious safeguarding concerns more than doubled - from 161 to 385 in just six months.

220

Safeguarding concerns were for the most serious of incidents

1/2

More than half of these cases involved significant harm or immediate danger

Over 220 of these involved urgent Incidents, including young people being arrested for serious offences like GBH or possessing a weapon, being stabbed, or going missing for extended periods.

More than half of these cases involved significant harm or immediate danger and 1 in 7 related to serious violent crime in the community. This sharp rise reflects the growing severity and complexity of the risks young Londoners are facing.

These numbers are stark, but they don't define the future.

At Safer London, we don't just offer support - we create space for growth. Like roots finding their way through cracked concrete, young Londoners show us that growth is possible even under incredibly challenging and difficult circumstances. Harm and trauma can make it harder to thrive, but with the right support, healing can begin.

This report reflects that journey - not polished, not linear, but real. It's a story of resilience, steady progress and of hope taking root where harm once lived.

"My worker was absolutely amazing, she always made me feel comfortable as the space was **non judgemental.**

She has helped me to see myself in positive way and to be more caring to myself. Even though the meetings were for a purpose it has been like catching up with a friend.

I feel like the sessions we had around healthy relationships and boundaries have been really helpful. As now I know my boundaries and I'm more aware of their importance in relationships.

I am now a kinder person to myself and able to identify what I like about myself.

I feel like **I am a stronger person.**

Young Londoner who accessed Safer London support

View the online multimedia version of Growing Through the Cracks

A Reminder of who we are and what we do

At Safer London, we help young Londoners move from harm to hope, towards safer and brighter futures.

We are a safeguarding organisation working with children, young people and families who've experienced trauma and harm because of violence and exploitation.

We believe young Londoners should be supported - not criminalised or punished. Our approach is centred on safety and being led by the needs of the young person. We take a child-led approach - recognising their experiences, understanding the impact of trauma and seeing each young Londoner as an individual with their own strengths and potential.

Strong, trusting relationships are at the heart of everything we do, because real change begins with feeling seen, heard and safe.

What We Do

Each year, we support hundreds of children, young people and families who are directly impacted by violence, exploitation and other complex challenges - including criminal exploitation, sexual exploitation and violence, peer-to-peer harm, and violence in the community.

We help young Londoners move forward at their own pace, with support that's consistent, trauma-informed and tailored to their individual needs.

Weekly sessions in safe spaces directly in the community

Support tailored to identity and needs

Strong trusting relationships form the foundations of our support

Young Londoners are matched with a skilled and experienced caseworker, who works alongside them directly in the community.

They meet young people where they feel safe - whether that's at school or in public spaces like parks or cafés. Wherever they feel safe, we'll meet them.

Support is tailored to each individual's needs and circumstances - recognising no two journeys are the same.

We offer specialist services that address trauma, promote growth and build resilience. Our work is rooted in building strong, trusting relationships. These relationships allow us to understand each young person's world, meet their needs and keep them safe.

Our work begins with addressing immediate risks and harm to make sure young Londoners are safe. From there, we work alongside young Londoners for as long as needed, helping them build long-term stability.

This can include supporting them to access addtional services and support such as CAMHS, help navigating the criminal justice system - including attending court - support with education, training and employment, and building resilience, self-worth and confidence.

In June 2024, Safer London joined forces with St Giles Trust, New Horizon Youth Centre and Anna Freud to deliver London's Children and Young People's Violence and Exploitation Service (VESS London).

This alliance enables us to provide holistic, wraparound support through a team of specialists, reducing the need for young people to retell their stories or navigate multiple services.

GROWING THROUGH THE CRACKS

What Makes Us Different

Long-term support

We stay with young Londoners for as long as they need us, offering stability and continuity.

Community-based approach

We meet young people in spaces and places familiar to them - wherever they feel safe and comfortable.

Specialist services

Our team includes professionals with expertise in trauma, supporting those with SEND and working with young Londoners involved in complex harms including harmful sexual behaviours and sexual violence, as well as specialist parent and carer caseworkers.

Relationship-led practice

Trust is the foundation of everything we do - we build meaningful relationships that lead to real change. Our longer interventions and lower caseloads allow trust to grow and change lives.

Collaborative working

We work collaboratively with young Londoners, parents/carers and across the often extensive professional network. The VESS London Alliance brings together diverse expertise to provide seamless, joined-up support providing greater impact to children, young people and families.

Voice-informed approaches and solutions

We centre the voices and experiences of young Londoners in shaping our services and support.

Our year at a glance

Last year, we reached hundreds of young Londoners.

Behind every number is a young person supported to heal, grow, and move forward - and that's where the real impact lives.

500 children and young people supported one to one by Safer London caseworkers

86% reported feeling safer, showing increased confidence and ability to protect themselves.

78% reported improvements in their ability to build and maintain healthy relationships.

78% of young people said they would recommend Safer London to a friend.

60 parents and carers supported one to one by Safer London caseworkers

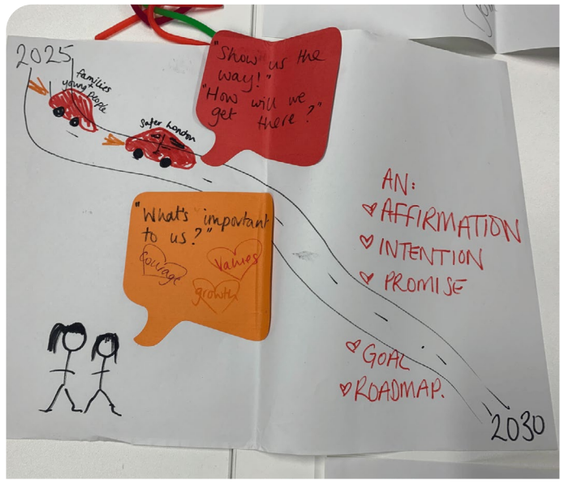
"

My worker is engaging and attentive. Our sessions are inspirational and informative.

I have learnt I can achieve more than I believe. I deserve all the good things coming to me and that I should believe in myself and keep going.

Young Londoner who accessed Safer London support

Through collaboration, reflection and a shared passion to do more for young Londoners, we came together this year to start shaping Safer London's next organisational strategy.



We're focusing on creating safety and hope for young people and their families, breaking new ground through innovative services and being bold and visible - speaking up on the issues that affect young people and driving the solutions and change they need.

- Creating safety and hope
- Breaking new ground
- Being bold and visible

GROWING THROUGH THE CRACKS

Services and Support

Behind every moment of growth is a network of support.

45%
children and young people we worked with were aged 16 and under

49%
children and young people we worked with identified as female

25%
children and young people we worked with had an SEND diagnosis

At Safer London it's the consistent and persistent presence of our caseworkers and specialist teams - the people who listen, guide and stand alongside young Londoners as they navigate harm, rebuild trust and find new ways forward.

Our caseworkers work across a range of specialisms, responding to the unique needs of each young Londoners.

Whether it's understanding the complex trauma of criminal exploitation, or working with specific groups such as girls and young women - each caseworker brings tailored expertise and a trauma-informed approach.

Their dedication and commitment allow positive growth to happen in lives shaped by challenge and adversity.

> My support from Safer London was extremely helpful as well as comforting.
>
> The support workers I had ensured I was comfortable and motivated, as well as feeling positively pushed to take a small step towards a new me. I found working with them quite life-changing.
>
> I am definitely a different person than I was before, mentally.
>
> I've learned how to control issues such as anger, self-hate and talking down on myself, as well as trying to find new distractions to finally be able to move forward in life.

Young Londoner who accessed Safer London support

Who We Worked With

71% of the people we worked with were under 18

The majority - over two-thirds - of the young Londoners we supported last year were children, with 45% aged 16 and under.

Many have experienced harm and trauma that most of us couldn't even imagine.

We worked with almost equal numbers of young women and young men

We work alongside young Londoners across all areas of our support - some have experienced harm and others have caused harm.

Our approach is not divided into separate victim or perpetrator-based services - instead, we recognise the complexity of young people's experiences and provide support that reflects their individual need and circumstances.

1 in 4 children and young people we worked with had a formal SEND diagnosis

However, this figure only reflects those with a formal diagnosis. The actual number of children and young people we work with SEND is likely much higher. Despite this need, just 35 were supported by our single specialist SEND caseworker, highlighting a significant gap in provision.

This highlights the urgent need for more specialist workers to better support young Londoners directly impacted by violence and exploitation with SEND, especially given the wider risks they face.

GROWING THROUGH THE CRACKS

Service Spotlight: Neurodivergent young Londoners

Many of the young people we support have Special Educational Needs and Disabilities (SEND), which add layers of complexity to their lives.

From delayed diagnoses and school exclusion, to isolation and increased risk of harm, these challenges can make them harder to see, easier to overlook - and more likely to become targets for those who seek to exploit them.

5x

Children with identified SEND are five times more likely to be permanently excluded from school than their peers without SEND

35 children and young Londoners supported by a dedicated SEND caseworker

At Safer London, we understand that young people with SEND face unique and complex challenges - and they need specialist support to navigate them.

19,125

19,125 children referred to the National Referral Mechanism in 2024. Research indicates a high proportion had learning disabilities, autism or other neurodivergent conditions

That's why we have a dedicated SEND caseworker, providing tailored interventions and offering guidance, advice and support to our wider team so they can better meet the needs of children and young people with SEND who are experiencing violence, exploitation and harm.

This isn't just about support - it's about creating space for growth that is consistent, compassionate and makes sure no young person is left behind.

> I found working with my caseworker really amazing.
>
> I learned better communication skills, more about my autism, life lessons and a deeper understanding about myself.

Young Londoner who accessed specialist SEND support

Kieran's Story Creating Calm in Chaos

At just over 18, Kieran was on tag following a violent incident in which he had been groomed and exploited by a younger female peer. His world was chaotic, and traditional support methods weren't reaching him.

When Kieran first met his caseworker, he barely spoke. His responses were short - one or two words - and he struggled to retain information.

The first meeting took place in a busy café - a venue Kieran had chosen. But it quickly became clear that the noise and activity were overwhelming. He couldn't focus and the conversation barely landed. So together, they searched for somewhere better. They found a quiet café away from the main road, with a secluded garden space. The owner agreed to reserve a quiet table each week for their sessions.

That simple change made a big difference. Kieran began to concentrate, listen and engage. The space gave him room to breathe.

Kieran's Autism meant that long conversations and written resources were difficult. So, his caseworker adapted. Goals were set and progress measured by using a whiteboard with simple visuals - just numbers and faces to express feelings. Thinking breaks were built into each session - every 5 to 10 minutes - to help Kieran process.

They used short videos, case studies and headphones - tools that helped Kieran focus and absorb information in a way that worked for him. Every resource was broken down and simplified, without ever being patronising. It was about meeting Kieran where he was at.

Although Kieran was legally an adult, his caseworker made the decision to involve his mum. By sharing session topics and key takeaways with her, they created a bridge - helping Kieran remember and apply what he was learning. It was a respectful balance between independence and support.

Behind the scenes, his caseworker worked with his professional network to make sure his Autism was recognised in his court case - advocating for understanding and leniency.

Over time, Kieran changed. He became more confident, more vocal and more engaged. He showed up, participated, and began to trust the process.

"I enjoyed working with [my caseworker] and he made things easy for me to understand." - Kieran

Kieran improved dramatically over the time he spent with his caseworker. His caseworker noted a real reduction in risk and a meaningful increase in safety. But more than that, Kieran felt heard. And that made all the difference.

GROWING THROUGH THE CRACKS

Amandeep has been amazing to work with, from providing calm non-judgemental advice to pulling together our wider support network and making lots of helpful suggestions along the way.

When things were bad with our daughter we really looked forward to those weekly calls for advice and skills on how to manage the situation differently, and the reassurance that things would get better.

I just want to say a big thank you to her for her support, advice and ideas.

I learned I need to take better care of myself and try not to let situations become all encompassing and carry on having a life around moments or it's too easy for the moment to get all my focus.

I have realised I had a lot of deep-rooted fear of my child potentially repeating some of the mistakes I made in my formative years. I can see those mistakes were down to how I was parented and this is a different situation altogether.

Of all the professionals we engaged with over the last 14 months Safer London support proved to be the most useful. Safer London truly was there for us.

Parent who accessed specialist family support

GROWING THROUGH THE CRACKS

Service Spotlight: Positive Relationships and Sexual Behaviours

Many of the young Londoners we support are navigating complex challenges that often leave them on the margins.

When a young person displays harmful sexual behaviours (HSB), stigma and limited specialist support can only serve to perpetuate further cycles of harm.

1/3

Around one-third of child sexual abuse is committed by other children or young people. This includes both contact and non-contact abuse.

41 children and young Londoners supported by dedicated Positive Relationships and Sexual Behaviours caseworkers

At Safer London, we believe these young people deserve understanding, not judgment.

That's why we created our Positive Relationships and Sexual Behaviours service - offering early, trauma-informed interventions that help young Londoners build insight, develop healthy relationships, and make positive, lasting change.

To make sure our support is inclusive, we have a dedicated SEND caseworker, providing tailored interventions and guidance for neurodiverse young people engaging in HSB.

1/2

Offending by 10–17 year olds represents around half of all police-reported child sexual abuse crimes.

> Rob was easy to talk with and explained things I didn't know. If I didn't understand something, I found it easy to ask Rob.
>
> Rob listened to me when others didn't.
>
> [I have learnt] that I am resilient. I'm not sure I fully understood what consent meant prior to our work and I do now. I also better understand how to keep myself safe.

Young Londoner who accessed specialist PRSB support

Ryan's Story Building Trust and Understanding

Ryan 14, was referred to Safer London by his school after making a sexual gesture towards a female student.

This followed a three-year pattern of harmful sexual behaviour (HSB), including sexually aggressive comments and harassment toward peers.

The referral highlighted Ryan's vulnerabilities including increasing isolation, an unstable home life - including fleeing domestic violence - and missed CAMHS appointments.

At Safer London, we started where we always do - by focusing on building trust.

Ryan's caseworker, Rob, used games and ice-breakers to create a safe space. He explained the service in a non-judgemental way and worked at Ryan's pace, reassuring him that he could pause or stop at any time.

Weekly sessions over five months explored healthy versus unhealthy relationships, identity, respect and consent. Ryan engaged well, especially with scenario-based discussions and interactive tools.

As trust grew, Rob introduced conversations about the law and the impact of sexual harassment. One session used a railway station poster listing inappropriate behaviours. Ryan explored each example, identified their meaning and reflected on how they might affect others.

He imagined a fictional character, Samantha, and described how she might feel - highlighting emotions like fear and embarrassment. He then considered how he'd feel if those behaviours were directed at him, recognising their harm and reflecting on his own actions.

Through their time together, Rob noticed Ryan's growing maturity and understanding of respectful relationships. Ryan was able to explore his sexuality safely and showed clear awareness of consent and boundaries in his relationship with his boyfriend.

Rob also worked with Ryan's mum and school to monitor progress and address concerns. He advocated for rescheduled CAMHS appointments and helped develop an online safety plan that prioritised support over surveillance.

Ryan's behaviour stabilised, with no further incidents. School staff reported significant improvement, with one teacher saying: "It's like two different Ryans." At closure, the AIM3 assessment showed a reduction from 'significant concern' to 'some concern' - a significant improvement.

Rob ended the intervention with a celebration session, recognising Ryan's growth. Ryan shared "I'm grateful that I learnt."

Anna has been very positive and the sessions have been insightful.

It has made me understand and reflect more around my future and past, and made see what kind of person I can be.

All the sessions have been relatable and supportive. The sessions taking place in Starbucks have helped making it feel more comfortable as refreshing.

I have enjoyed all the sessions even the hard ones, as these have helped me to understand my past. I no longer feel as emotional when I think about my past.

Even though some conversations have been difficult Anna has always been respectful of my boundaries and allowed me to have a safe word in case the conversation has become too much, which has been really helpful.

Anna will be that voice in my head when I question right and wrong decisions, which will help make the right one.

I understand my past better and it will help me with future decision making.

I feel more at peace with myself.

Young Londoner who accessed Safer London support

GROWING THROUGH THE CRACKS

Service Spotlight: Families - parents & carers

Parents and carers are the most important protective factor in a child's life – yet too often they feel judged, excluded, or unheard by the very systems meant to support them. When life becomes a whirlwind, they need space and support too.

At Safer London, we believe parents and carers deserve understanding, not judgment. That's why we offer a dedicated Families Service, providing one-to-one support for parents and carers – even if their child isn't working with us.

60 parents and carers supported by dedicated family caseworkers

Our specialist family caseworkers create safe, non-judgmental spaces where parents and carers can share concerns, build confidence and make sure their voices are heard in multi-agency settings.

Through this service, we've supported 22 parents whose children were also receiving Safer London support - and reached 73 additional children and young people through family-based interventions, strengthening protective factors and creating positive change across the whole family network.

Because when we stand with families, we help break cycles of harm.

> Thank you so much for all the help, support and guidance with both myself and my daughter. She has enjoyed the sessions with yourself and I know she has listened and taken on board what you have taught her.
>
> Your time with her has been so valuable and we have seen an improvement in my daughter's behaviour in general and have been able to lift restrictions for her.

Parent who accessed specialist family support

10

parents took part in Safer London's Who Cares? research, which looked at multi-agency support for children and families affected by youth violence. Through this consultation parents shared that they felt let down by statutory services such as Social Care and the Police.

> Nobody acknowledged what was going on with my son.
>
> He was stabbed, he had chemicals thrown at him. He was severely exploited, and he did suffer a lot of violence.
>
> Absolutely nothing, in my opinion, happened that should have happened.

Parent who took part in research

Amina's Story Building Hope in Hardship

When Amina was referred to Safer London by Social Care, she was facing multiple challenges.

Her 15-year-old son was at high risk of exploitation and the family was on a Child in Need plan. Social Care hoped that specialist support from Safer London would help Amina feel more confident in managing risk and better understand the complexities of exploitation.

From the beginning, it was clear that Amina was navigating multiple challenges. Her concerns extended beyond her son's safety - she was dealing with chronic pain, mental health struggles, and the stress of living in an overcrowded and inaccessible home.

Despite these pressures, Amina engaged consistently and openly with her caseworker. Amina was determined to make a change - not just for her son, but for herself.

Sessions began weekly and adapted over time to suit Amina's changing circumstances. The work focused on education around exploitation, peer influence and safety planning. Amina shared how the support helped her feel more confident to advocate for herself and her children.

With this confidence Amina advocated for her and her family to relocate out of London.

Working together, her caseworker and housing partners helped Amina move from hotel accommodation to temporary housing, and eventually secure a large family home.

The move was transformative. Amina described it as the best thing to happen to her family in years. She credited the support she received from her caseworker with helping her relocate and access safer housing - reducing the risk to her son.

Although her son was initially pulled back to London and arrested, with support from Amina, her caseworker and the wider professional network, he began to settle. He completed his GCSEs and started to adapt to life outside London.

As her environment and life become more stable, Amina's mental health improved significantly. She described feeling clearer, more able to cope and better positioned to parent. Through consistent support, small but meaningful changes began to take root - in her wellbeing and her relationship with her son.

While challenges remain, there is now a foundation of safety and stability. Amina continues to navigate life with strength and determination, supported by a network that understands and adapts to her needs.

Amina's journey reflects how, even in the face of harm, hope can grow.

GROWING THROUGH THE CRACKS

My worker Anna has been an absolute blessing to me.

During my difficult time she has really been supportive and patient with me, and it has truly benefited my healing journey.

I've learnt many things such as giving myself grace I have learnt to unconditionally love myself and to carry on being positive with every situation I face, even if I feel it will be difficult.

I have been able to acknowledge boundaries at an earlier point when it comes to relationships and to always put myself first.

I now know what to do if I am in any dangerous situations and I feel I am able to speak to more people about what I am going through.

I am ever so grateful for everything. I am very thankful for having Anna in these last few months and will not forget her.

Young Londoner who accessed specialist girls and young women support

GROWING THROUGH THE CRACKS

Service Spotlight: Girls & Young Women

We understand that girls and young women's experiences of violence and exploitation are different to those of boys and young men.

The young women we work with have lived through traumatic experiences - such as sexual exploitation, violence and abuse - and some have engaged in harmful behaviours or become involved in the criminal justice system. These experiences can have a profound impact on their lives and future.

60,000

Research suggests that there could be as many as 60,000 girls in England who are vulnerable to serious violence.

46 girls and young women supported by specialist sexual violence caseworkers.

At Safer London, we believe every girl and young woman deserves safety, understanding and the chance to rebuild.

40%

Referrals for sexual exploitation rose by 40% between 2021 and 2023. Reports of girls experiencing sexual exploitation increased by 43% in the same period.

Through our Girls and Young Women Service, we provide trauma-informed, tailored support that meets their individual needs. Our dedicated caseworkers create safe, non-judgmental spaces where young women can process their experiences, strengthen resilience and take steps towards a brighter future.

This year, we've supported young women to overcome barriers, restore hope and find new paths forward - because growth is possible, even after trauma.

> I've learnt to talk about the incident without getting upset. My perspective also changed on the incident and on myself.
>
> It has been so good to have a support system and that's what I'll remember in 20 years' time.

Young woman who accessed specialist girls and young women support

Cassie's Story From Fear to Hope

When Cassie, 23, was referred to Safer London she was living in fear. She had just completed a two-year suspended sentence and was terrified of being pulled back into crime.

Exploited by peers, coerced into carrying weapons and drugs, and a recent conviction for knife possession, left her feeling like her life was out of control. She had also witnessed multiple violent attacks on an ex-partner, including one near her home and a knife attack resulting in hospitalisation.

Cassie's caseworker, Kamisha, quickly recognised her for who she was - someone who was scared and desperate to get out of her situation.

At first, Cassie often cried during sessions, convinced she couldn't say no to the people controlling her life. Rather than rushing her, Kamisha built trust over time by providing consistent, non-judgmental support and listening to Cassie's needs and concerns.

Together, they explored the law, consent, boundaries and exploitation, helping Cassie understand her rights and recognise unhealthy relationships. They mapped her social circle to identify risks and worked on peer pressure scenarios. These sessions helped Cassie see patterns of coercion and gave her tools to resist them.

Safety was a priority. Kamisha guided Cassie through detailed safety planning - identifying safe routes, changing travel habits and adjusting work shifts to avoid her exploiters.

Kamisha also connected Cassie to a specialist housing caseworker, who worked to facilitate a move out of her unsafe area. Kamisha encouraged her career ambitions, helping her set goals and celebrate milestones like securing job interviews and earning a Level 3 qualification in facilities management - something Kamisha supported Cassie with by connecting her with the King's Trust.

By the end of the support, Cassie had transformed. She'd changed her phone number, cut ties with harmful contacts and learned to say no - something she once thought impossible. She secured employment and completed probation.

Cassie's confidence soared. She even participated in Safer London research, speaking openly about her experiences of the criminal justice system and offering feedback on resources. Cassie turned her challenges and experiences into insight, helping to inform recommendations on how to better support young women facing similar challenges.

Cassie described the support as life-changing: "I found working with Kamisha beneficial because I was in a low point in my life, especially being on probation. I learned how to deal with situations better. Before, I never used to think, but now I think before I react. I learned more about myself and how to better myself from working with her."

For Cassie, the biggest change was independence - making decisions for herself, prioritising her goals and believing in her future.

GROWING THROUGH THE CRACKS

Youth Voice and Participation

When young people inform and influence the services and systems around them, something powerful happens.

Last year youth voice and participation pushed through the cracks - informing, guiding and strengthening everything we do.

At Safer London, participation isn't one-size-fits-all. It happens in different ways. One mechamisim is our Young Researchers programme, where young Londoners have shaped research influencing how we understand topics and themes like the concept of love in practice.

23
young people engaged with youth voice and participation (either as a VIP or young researcher - or both) activities gaining youth voice skills

8
Youth-led events, including three training workshops for Young Researchers focused on skill-building and data analysis

70+
Hours of youth voice and participation activities

Watch Seed to Story, developed in collaboration with the Young Researchers.

We also embed feedback and co-design throughout our work, and create spaces for leadership and influence through our young champion VIP programme.

Each approach goes beyond consultation - creating genuine influence and driving meaningful change.

Because when youth voice pushes through the cracks, it doesn't just shape services - it transforms lives and creates safety and hope for other children and young people.

> Thanks to the VIPs I have become a lot more confident in myself and sharing opinions and thoughts with fun and likeminded people my age!
>
> We're not just making a difference to Safer London but we're also doing it to ourselves.
>
> Safer London VIP

Programme Spotlight: The Safer London VIPs

Growth can happen even in the hardest places. For young Londoners who've experienced trauma or harm, opportunities to be heard and shape change can feel out of reach - yet these moments can be transformative.

Our young champion VIP programme is one way Safer London makes this possible. It's a dedicated mechanism for participation, creating spaces where young Londoners can share experiences, informing who we are and what we do.

7

young Londoners attained formal accreditations (AQA Awards) through the programme

16

young Londoners involved in recruiting caseworkers and members of the safeguarding team

73 1-2-1 sessions and group sessions held over the year

The programme helps young people reclaim agency, build confidence and see that their voices matter. This includes shaping service design, contributing to conferences and events, informing creative projects and taking part in consultations that influence decisions.

And it works. 100% of young people involved in the VIP programme told us they had opportunities to contribute to Safer London's decision-making, gained knowledge and transferable skills, felt valued, grew in confidence, represented youth views, and knew their voice made an impact.

These outcomes show that participation doesn't just influence change - it creates spaces for young people to grow, heal and build futures with hope. Because when young people find their voice, they don't just grow through the cracks - they help reshape support for other children and young people.

Anderson's Story Sonder and the Power of Empathy

"I've only attended two sessions so far, but already I feel a sense of connection. It's comforting to realise that I'm not alone in facing the struggles I have and that others in London share similar challenges.

I've also come to understand the value of my caseworker support. Her patience and dedication have been crucial in my progress, and I feel it's only right to repay that effort by staying engaged.

That's why I signed up for the VIP programme and returned to Safer London, which has also been a source of motivation and confidence for me.

Through [the] sessions I've had the chances to meet and connect with many new people, gaining insight into their experiences. I've also enjoyed brainstorming ideas on how to help other young Londoners. Collaborating with others has boosted my confidence and helped me think creatively.

The sessions have also reminded me of the concept of Sonder, that everyone has their own struggles and stories, which has deepened my empathy.

Safer London plays a crucial role in giving young people hope and a sense of belonging, and reinforces that no one is alone in their experiences and empowers us to advocate for change.

It also provides a platform to learn from other' s journeys and gain the confidence to move forward.

As a young VIP, I fully support Safer London's mission to create a safer, more inclusive city. By fostering community engagement, we can help young people make positive choices, reduce violence and break harmful cycles.

Together, we can build a stronger, more united London where every young person has the chance to thrive".

Influencing change

Real change for young people doesn't happen in isolation. While one-to-one support is vital, the systems surrounding young Londoners - schools, Social Care, housing, health and justice - shape their experiences every day.

At Safer London, we know that to create lasting impact, we must influence these systems to work better for children and young people who have experienced harm - and those who have caused harm.

This means amplifying youth voice, challenging harmful practices and collaborating with partners to make sure responses are consistent, trauma-informed and focused on safety and hope. By doing so, we can extend our reach beyond individual support and help create conditions where every young person can move forward

45

young people and parents took part in consultation work that will help inform national policy, practice and approaches.

13

Young people shaped our participatory approach for our Who Cares? consultation.

Who Cares?

Who Cares? was commissioned by Ofsted on behalf of the Joint Inspectorates as part of their thematic review of multi-agency working in relation to serious youth violence. We were asked to consult with children and families outside the inspection areas to make sure their voices were heard.

This national consultation reached families and young people across England, making sure a diverse range of perspectives informed the wider review.

We were brought into this work because we have a track record of engaging with parents and young people in ways statutory agencies often can't. The trusted relationships we build every day allowed us to create safe spaces where families felt comfortable sharing their experiences.

Read Who Cares?which includes recommedations for services from Safer London, parents and children

Through Who Cares?, we spoke directly to parents and children about their experiences of support systems when they had been impacted by serious youth violence - whether they've been harmed, caused harm, or both. Their reflections were powerful and, at times, deeply concerning.

Families told us they often felt unheard, judged, and left to navigate complex systems alone. Parents described begging social services to follow up and being told to limit communication to one email a week.

> "Nobody acknowledged what was going on with my son.
>
> He was stabbed, he had chemicals thrown at him. He was severely exploited, and he did suffer a lot of violence.
>
> Absolutely nothing, in my opinion, happened that should have happened."
>
> Parent who took part in Who Cares? consultation

Children spoke about broken promises and feeling blamed for the harm they experienced: "I've experienced the lies...the fake opportunities they try to bring. Like, they will say they're going to do something, and it will never come around."

We heard repeated examples of missed opportunities - particularly in responding to harm outside the home, poor communication, and lack of trauma-informed practice.

Families called for earlier intervention, honest conversations and better collaboration across agencies. They want services that care, listen and act, not ones that work in silos.

Insights from Who Cares? are shaping recommendations for statutory agencies and influencing national conversations about safeguarding.

By sharing these voices, we're helping to drive better, joined-up responses for children and families affected by violence - responses that are empathetic, consistent and focused on safety.

Project Spotlight: See Beyond

Girls and young women who display perpetrator behaviours are often victims of exploitation and violence themselves.

See Beyond was designed to challenge perceptions - encouraging Criminal Justice System (CJS) Professionals to recognise their trauma and adopt a safeguarding-first approach.

1500

The campaign video was viewed over 1,500 times across all platforms

64

professionals attended the online launch event.

What we did:

Produced a set of recommendations for decision makers on what changes need to be made to effectively support girls and young women who have experienced exploitation and harm.

Developed an open-access toolkit for Criminal Justice System (CJS) practitioners, providing guidance on spotting signs of exploitation, engaging with empathy, and applying professional curiosity.

Produced factsheets, comic strips and animations for girls and young women. Available in multiple languages (plus BSL versions), these resources cover the topics of unhealthy relationships and knowing your rights.

Created a campaign video to promote the toolkit and spark conversations about safeguarding-first approaches.

The recommendations developed set out clear actions for decision-makers to create a Criminal Justice System that prioritises safeguarding and trauma-informed practice. By equipping professionals with practical guidance and resources, See Beyond has the potential to transform how girls and young women are supported, making sure responses are rooted in empathy and understanding rather than punishment.

A Metropolitan Police sergeant reflected, "It is very easy in custody to become disillusioned and desensitized to the pain and trauma the people we deal with have suffered. A reminder to everyone who works in custody is such a good idea."

This reinforces the need and importance of See Beyond in challenging harmful narratives and reminding professionals of the trauma and stories behind the behaviours.

The conversations sparked and connections made through this project are just the beginning - implementing these recommendations will be key to driving lasting, systemic change.

Watch the See Beyond campaign film

"The material, in particular the video, is simple, impactive, and thought-provoking.

We really need to open our staff's eyes to the victim-offender dynamic that is so often present not only for young women but also children

Metropolitan Police sergeant

Looking Back and Looking Forward

This year, we stood alongside 500 young Londoners and 60 parents and carers, offering consistent, trauma-informed support in the places they felt safest.

Each of these moments mattered. Each one was a step from harm to hope.

We heard from young people like Asha, who once wore her vulnerability "like a coat in the rain" but found strength in being seen and heard. Her powerful words in My Hands Now remind us that healing is not linear - but it is possible.

We walked with Kieran, whose autism made traditional support inaccessible. By adapting our approach - using whiteboards, quiet spaces and visual tools - we helped him find his voice and confidence.

We stood with Amina, a mother navigating housing instability and the fear of losing her son to exploitation. With our support, she found the strength to relocate her family, rebuild stability and keep her son safe from harm.

These stories are just a few among many. But they also remind us of the scale of need. While we're proud of the lives we've touched, we know that 500 young people and 60 families represent only a fraction of those who need us.

Looking to the Future

The risks are growing. The need is urgent. And we must do more.

That's why we're launching a new organisational strategy - one that builds on our strengths and pushes us further.

We will:

Create safety and hope by continuing to provide trusted, long-term support in the heart of communities.

Break new ground through innovation, collaboration and a focus on what works.

Be bold and visible, using our voice to advocate for change and amplify the voices of young Londoners and their families.

We know that real change doesn't happen in isolation. It happens when we listen deeply, act courageously and stand together. Whether through direct support, research, or advocacy, we are committed to growing our reach and reshaping the systems that too often fail the most vulnerable.

Because just like the young Londoners and families we walk alongside - who find ways to grow through the cracks - we too will keep pushing forward. We will continue to nurture the conditions where resilience can take root and where every young Londoner has the chance to grow, even in the hardest of times.

Join Us in Driving Change

Our work is only possible because of our incredible supporters and partners. Real change takes collaboration - and together we can create lasting impact and amplify the voices that matter most.

If you want to help us continue our important work and reach more young Londoners and families, here are some ways you can get involved:

Support us in creating safety and hope

Support projects that provide direct help and create safe spaces for young people. You can also contribute your time, skills, or resources to strengthen our frontline work.

Help us break new ground

Partner with us to develop new services and models that transform lives. Share expertise, technology, or research to help us innovate and grow faster.

Assist us in being bold and visible

Join us in amplifying campaigns that tackle the issues affecting young people. Help drive systemic change by supporting events that spark dialogue and action, allowing us to champion young voices and influence the systems that shape their lives.

Supporter Spotlight

Throughout the year, we've partnered with AWW Architects to create meaningful opportunities for young Londoners, explore innovative approaches to building safer environments and raise vital funds to support our direct work with young people and families.

Together, we've achieved some incredible milestones:

- 3 young Londoners took part in a skills-sharing workshop with AWW staff, gaining valuable insights and experience.
- 1 collaborative workshop brought together Safer London and the AWW team from London and Bristol to begin the co-development of a Safer Spaces Toolkit.
- 8 young Londoners enjoyed an exciting go-karting experience, supported by AWW.
- £1,040 raised during a spooky cycle marathon, with the AWW team cycling the distance between their London and Bristol offices.

Ready to make change happen? Sign up to become a Corporate Champion!

Acknowledgments and thanks

Supporters and funders

- Barrow Cadbury Trust
- City Bridge Trust
- Help for Children UK
- The London Community Foundation
- Mayor's Office for Policing and Crime (MOPAC)
- The Ministry of Justice (MoJ)
- The many schools and individuals who fundraised to support our work.

Partners and collaborators

- Anna Freud
- AWW Architects
- Child Bereavement UK
- Code 7
- Exit Hate UK
- Father 2 Father
- St Giles Trust
- Karen Green Stewart
- KIKIT
- New Horizon Youth Centre
- Participation People
- University of Sussex School of Education and Social Work
- UCL Psychoanalysis Unit
- WAGN

Company number 05190766

Reference and Administrative Information

Safer London Trustees 2024- 2025

- Janine McDowell, Chair
- Gemma Bailey
- Vaneesha Bailey
- Valerie Floy, Hon. Treasurer
- Dr Anthony Gunter
- Baroness Sally Hamwee
- Tim Jones

Key Management Personnel, Senior Leadership Team

- Chief Executive Officer – Rosemary Watt-Wyness (appointed 12 May 2025)
- Chief Executive Officer – Sherrylyn Peck (resigned 30 June 2024)
- Deputy CEO - Katie Mitchell (and Acting CEO between 1 July 2024 and 11 May 2025)
- Head of Safeguarding
- Head of Quality Practice
- Head of Corporate Services (resigned 31 December 2024)
- Head of Finance (from 23 January 2025)
- Head of People (from 2 June 2025)
- Head of Business Development
- Interim Chief Operating Officer (from 16 September 2024 until 11 May 2025)

Registered office

The Foundry
Room 112
154-156 Blackfriars Road
London
SE1 8EN

Auditors

Buzzacott Audit LLP
130 Wood Street
London
EC2V 6DL

Bankers

National Westminster Bank
10 Southwark Street
London
SE1 1TJ

The Trustees present their report together with the financial statements of Safer London for the year 2024/25.

The financial statements have been prepared in accordance with the accounting policies set out on pages 36 to 38 and comply with the charitable company's Articles of Association, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland (FRS 102).

About Safer London

At Safer London, we work with young Londoners and families who've already experienced harm and trauma as a result of violence and exploitation.

The young Londoners we work alongside have been harmed, some have harmed others - all deserve someone to stand by them. We provide consistent, trauma-informed support to children and young people affected by criminal exploitation, sexual exploitation and sexual violence, violence in the community and peer-to-peer harm

We work directly in the community, walking alongside young Londoners - helping them move from crisis to stability, and from harm to hope.

Our Values

Safer London strives to be:

- Change-makers: We bring creativity, passion and innovation to make a lasting difference.
- Inclusive: All that we do recognises and values the diverse experiences of young people.
- Trusted: People trust us because we have a track record of consistent, high-quality delivery.
- Courageous: We are brave, unafraid to challenge and committed to empowering young Londoners to stay safe and happy.

About this Report

Report Credits:

- Report Design: Safer London
- Brand design: Article 10
- Images: Safer London/Neck of the Woods Films
- Illustrations: Phoenix, Young Londoner
- My Hands Now: Asha, Young Londoner
- Icons: Flaticon.com

Safer London is a registered charity in England and Wales No. 1109444; and a company limited by guarantee No. 5190766.
www.saferlondon.org.uk

Get In Touch

To discuss potential partnerships or to commission our services, please email bd@saferlondon.org.uk

If you'd like us to speak at your event or conference please email communications@saferlondon.org.uk

Information on our services, including criteria and how to make a referral, can be found on our website www.saferlondon.org.uk

For general enquiries please email info@saferlondon.org.uk

Trustees' Report

Strategic Review 2024 - 2025

Safer London's financial position at the end of the reporting period

Our income in 2024/25 was £3,514,480 (2023/24: £3,829,949). Our focus this year has been mobilising the London's Children and Young People's Violence and Exploitation Service, which commenced in June 2024. This contract accounted for £2,650,411 of income during 2024/25 (2023/24: nil). Work securing this contract in the prior year and work to mobilise the contract in this financial year has impacted on our ability to secure additional income particularly from Trusts and Foundations. Income from Trusts and Foundations in 2024/25 of £81,111 has fallen by £150,781 compared to the prior year. £186,524 of income in 2023/24 related to a children's support service provided to the NHS, which has now been decommissioned.

Safer London made a deficit of £148,139 in 2024/25 (2023/24: surplus of £196,998). This deficit arose mainly because of the conscious decision taken to use the Charity's reserves to invest in the direct delivery of services which are not yet fully funded.

Safer London receives occasional donations from individuals or small groups who have raised funds in aid of our work, as well as donations and in-kind assistance from private sector supporters. However, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations.

Reserves policy

Safer London has a reserves policy specifically to support its aims to hold sufficient reserves to:

- enable normal operating activities to continue for a specific period should a shortfall in income occur;
- take account of potential risks and contingencies that may arise from time to time, such as when projects overrun or unplanned events occur;
- acknowledge that there will be times when the size of the business cannot scale back sufficiently in line with contracts lost, since to do so would result in the loss of key personnel which would in turn limit Safer London's ability to operate effectively to meet its charitable purpose or grow in the future;
- maintain a presence in the sector;
- cover any known liabilities such as rental agreements which cannot be immediately scaled back in line with changes to the size of the business; and
- ensure an orderly close-down of the business if required.

As a result of the process set out above and acknowledging the challenging external environment and the risks associated with the agreed operation of our key contract, the Board of Trustees believes that a target reserves range of £450,000-£850,000 meets the Charity's needs.

Reserves policy cont

The level of reserves as at 31 March 2025, as reported in this annual report and financial statements, was £855,337 (£1,003,476 at 31 March 2024). This amount is unrestricted. Of these reserves, £62,000 has been designated by the Trustees for investment in business innovation during the 2025/26 financial year and £1,649 of the total reserves relate to fixed assets. Free reserves at 31 March 2025 were therefore £791,688 which is within the Reserves Policy's target range.

Safer London's ability to continue as a going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period to 2 June 2027 to enable the organisation to continue as a going concern.

The budget for 2025/26 shows a budget with a deficit of £117,000 and forecast reserves at 31 March 2026 of £738,000, within the target range. The budget deficit represents continuing investment in the Charity's delivery of services, whilst we work to seek funding for this valuable work. The Charity's latest set of management accounts demonstrates that we are materially on track to achieve this.

Investment and treasury management policy

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the Charity on a day-to-day basis, will keep most available funds in low-risk bank deposits, despite the poor interest returns on such deposits. This is to preserve healthy cash flow and contingency. The investments aim to preserve the capital value with a minimum level of risk.

The policy does go further and allows higher risk investment, where Safer London has enough investments to spread risk effectively and maintains quick access to a proportion of funds as described above.

This policy will remain in place until such time as unrestricted reserves, after appropriate internal investment in the Charity's future development, reach a level where options offering higher returns – although with associated increase in risk that comes with a broader spread of investment options - can be considered.

Safer London did not hold any investments during the financial year 2024/25.

Fundraising statement

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that are contrary to our overall aims.

These include companies, organisations or individuals who directly block or actively work against young people both in the UK and overseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

We fund our work through services delivered on behalf of statutory agencies and we seek funding for our work from institutional donors and grant-giving trusts. We also advertise opportunities to fundraise in aid of Safer London on our website and social media. Where we receive donations from the public, they are usually processed through accounts with reputable online platforms such as Just Giving.

Safer London makes it clear on our website how complaints can be made about any aspect of our activity. We received no complaints in relation to our fundraising activity this year.

All fundraising is carried out by employees of Safer London. This year we did not employ professional fundraising agencies or any other third parties to fundraise on our behalf.

The Charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we have not bought any data lists, and we never sell our supporters data. We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

The Charity adheres to the standards in compliance with the Code of Fundraising Practice. Fundraising activities are led by the Head of Business Development and are monitored by the wider Senior Leadership Team.

The Trustees are involved in setting the Charity's approach to raising funds, and regular reporting to the Trustees provides assurance that our activities follow this approach in practice and reflect the Charity's values.

Pay policy for key management personnel and senior staff

The Charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff.

- Chief Executive Officer – Rosemary Watt-Wyness (appointed 12 May 2025)
- Chief Executive Officer - Sherrylyn Peck (resigned 30 June 2024)
- Deputy CEO - Katie Mitchell (and Acting CEO between 1 July 2024 and 11 May 2025)
- Head of Safeguarding
- Head of Quality Practice
- Head of Corporate Services (resigned 31 December 2024)
- Head of Finance (from 23 January 2025)
- Head of People (from 2 June 2025)
- Head of Business Development
- Interim Chief Operating Officer (from 16 September 2024 until 11 May 2025)

The CEO's pay is defined on an agreed 5 point pay scale which forms a part of the overall organisational pay and grading structure.

Regular, independent benchmarking of pay bands for charities of a similar size is undertaken alongside a benefits review. The last review took place in April 2024.

Roles are evaluated in line with our Job Evaluation scheme. Job Evaluations are carried out by a panel of senior staff trained as job analysts.

Recruiting and appointing new Charity Trustees

Our Trustees are responsible for setting the strategy and delivery objectives of Safer London. In accordance with the Articles of Association the minimum number of Trustees at any one time is three. There is no maximum number.

Trustees are appointed by resolution of current Trustees. Candidates for Trustee roles go through a robust application, recruitment and selection process. They are also vetted through DBS. Once appointed, new Trustees are given a formal programme of induction which includes safeguarding training aligned with the Charity's core activities. Further opportunities for training, both internal and external, are provided to each Trustee during their term of office as appropriate.

Recruiting and appointing new Charity Trustees cont

The Trustees consider that the Board of Trustees, who are the charitable company's Directors, and the Senior Leadership Team (SLT) comprise key management personnel of the Charity in charge of directing, controlling, running and operating the Charity on a day-to-day basis.

All Trustees give their time freely and no Trustee received remuneration in the year 2024/25.

Risk management

Safer London issued a Risk Management Policy in 2018 and this was last updated in May 2024. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Safer London has a Risk Management Subgroup which meets at least four times per year. This group is made up of the Deputy CEO, the EA to the CEO and Governance Coordinator, the Head of Quality Practice, the Head of Safeguarding and the Service Delivery Lead. A Trustee is invited to join meetings according to availability. Other managers that are regularly invited include the Head of Business Development and the Information, Governance & IT Manager (who maintains a separate risk register).

The Risk Management Subgroup reviews current risks and controls and conducts horizon scanning to ensure awareness of potential risks and developments that may impact on the organisation. Where a major incident or business continuity issue occurs, they review the register considering any learning or changes to risk level.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise. For each risk identified Safer London looks at existing controls that already seek to reduce the negative effect of the risk (mitigation) or the likelihood of it occurring. In addition, further actions are identified as part of the risk management subgroup. SLT focuses on risk to ensure that we continually seek to mitigate the risks posed to the organisation.

Significant – red - risks (score of 15+) are shared with the Board at each quarterly Board meeting. Red risks are reviewed by the Risk Subgroup at each meeting and recommendations for mitigations shared with SLT. The Corporate Risk Register is reviewed in its entirety by the Risk Subgroup on a regular basis and in its entirety by SLT quarterly.

It is reviewed in full by the Board once a year.

Risk management cont

Examples of key non-financial risks on the register include:

Children, young people and families working with employees working for Safer London experience significant harm or an incident which triggers the Need-to-Know policy, which may result in reputational damage, possible intervention from statutory or regulatory bodies, further operational risk, and the loss of employees due to the emotional impact. [Operational risk]. To help mitigate this risk, Safer London has a number of controls in place including its safeguarding plan, staff training, and established out of hours procedures.

Failure to recruit and retain appropriately skilled staff, which could result in a loss of contracts if not mobilised within the timescale, could increase the costs associated with training staff, result in higher turnover and potential safeguarding risk. [Operational risk]. To help mitigate this risk, Safer London has improved its recruitment procedures, updated its wellbeing policies and resources and regularly reviews the pay and benefits offered to staff.

Failure to comply with legislation/guidance e.g. Charities Act, GDPR/Data Protection Act, Health & Safety, employment legislation which could lead to fines, tribunals, loss of contract, reputational risk. [Compliance risk] To help mitigate this risk, compliance with legislation is embedded in all of Safer London's applicable policies and a named staff member has responsibility for keeping up to date with legislation in given areas.

Trustees' responsibilities

The Trustees (who are also directors of Safer London for the purposes of company law) are responsible for preparing the Trustees' 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 year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing the financial statements, the Trustees are required to:

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

Trustees' responsibilities cont

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the Charity 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.

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.

None of the Trustees receive remuneration or other benefit from their work with the Charity. Any connection between a Trustee or key staff member of the Charity and an external funder or provider of goods or services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. This is done via an annual declaration of any such transaction as well as in-year disclosures as appropriate.

Statement as to disclosure to our auditors:

Insofar as the Trustees are aware at the time of approving this Trustees' annual report there is no relevant information of which the charitable company's auditor is unaware, and 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 auditor is aware of that information.

This report was approved by the Trustees on 26th November and signed on their behalf by:

Janine McDowell, Chair.

Independent auditor’s report to the Members of Safer London

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 the charitable company's 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 annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. 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' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report, which is also the directors' report for the purposes of company law, 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' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

- the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the Charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation); and

Auditor's responsibilities for the audit of the financial statements cont

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit

We assessed the susceptibility of the Charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of key management as to where the considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested and reviewed journal entries to identify unusual transactions;
- tested the authorisation of expenditure, ensuring expenditure was approved in line with the charitable company's financial procedures;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Auditor's responsibilities for the audit of the financial statements cont

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.

Buzzacott Audit LLP

Katharine Patel (Senior Statutory Auditor)
For and on behalf of Buzzacott Audit LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

02 December 2025

Buzzacott Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Financial statements

FINANCIAL STATEMENTS

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

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2025 £	Unrestricted funds £	Restricted funds £	Total funds 2024 £
Income from:							
Donations and legacies	1	8,405	-	**8,405**	12,827	-	12,827
Charitable activities	2	2,660,511	845,564	**3,506,075**	209,260	3,607,862	3,817,122
Total income		2,668,916	845,564	**3,514,480**	222,087	3,607,862	3,829,949
Expenditure on:							
Raising funds	3,4	134,883	18,612	**153,495**	25,089	78,278	103,367
Charitable activities	3.4	2,682,172	826,952	**3,509,124**	-	3,529,584	3,529,584
Total expenditure		2,817,055	845,564	**3,662,619**	25,089	3,607,862	3,632,951
Net (expenditure) income and net movement in funds		(148,139)	-	**(148,139)**	196,998	-	196,998
Reconciliation of funds:							
Funds brought forward at 1 April 2024	12	1,003,476	-	**1,003,476**	806,478	-	806,478
Funds carried forward at 31 March 2025	12	855,337	-	**855,337**	1,003,476	-	1,003,476

All income and expenditure derives from continuing operations.

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

The notes on pages 39 to 43 form part of these financial statements.

Balance sheet 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible fixed assets	9		**1,649**		4,312
Current assets					
Debtors	10	**764,823**		435,381	
Cash at bank and in hand		**437,566**		896,867	
		1,202,389		1,332,248	
Liabilities					
Creditors: amounts falling due within one year	11	**(348,701)**		(333,084)	
Net current assets			**853,688**		999,164
Total net assets			**855,337**		1,003,476
The funds of the Charity					
Restricted funds	12		**-**		-
Unrestricted funds	12		**855,337**		1,003,476
			855,337		1,003,476

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

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

The financial statements were approved by the Trustees of Safer London, Company Registration Number 05190766 (England and Wales), and signed on their behalf by:

Janine McDowell
Chair
Approved on: 26th November 2025

Statement of cash flows Year 31 March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	**(459,301)**	170,004
Net (decrease) increase in cash and cash equivalents		**(459,301)**	170,004
Cash and cash equivalents at 1 April 2024	B	**896,867**	726,863
Cash and cash equivalents at 31 March 2025	B	**437,566**	896,867

Notes to the statement of cash flows for the year to 31 March 2025

A. Reconciliation of net movements in funds to net cash flow from operating activities

	2025 £	2024 £
Net (expenditure) income for the period (as per statement of financial activities)	**(148,139)**	196,998
Adjustments for:		
Depreciation charges	**2,663**	9,172
(Increase) decrease in debtors	**(329,442)**	392,118
Increase (decrease) in creditors	**15,617**	(428,284)
Net cash (used in) provided by operating activities	**(459,301)**	170,004

B. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash at bank and in hand	**437,566**	896,867
Total cash and cash equivalents	**437,566**	896,867

C. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	896,867	(459,301)	**437,566**
Total	896,867	(459,301)	**437,566**

A statement of net debt has not been presented above as the Charity held no debt during the year.

Principal accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 March 2025 with comparative information provided in respect to the year to 31 March 2024.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

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

The Charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgment

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates. The key items in the financial statements where these judgements and estimates have been made comprise:

- determining the basis for allocating support costs;
- assessing the Charity's ability to continue as a going concern (see below).

Going concern

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2025 to 31 March 2026 to enable the organisation to continue as a going concern for the period of 12 months from the date of the approval of the financial statements.

Going concern cont

If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget. Scenario analysis demonstrates that the Charity is able to do this, maintaining reserves within the target range and cash above £180k for the next 12 months.

The budget for 2025/26 shows a deficit of £117,000 representing further investment in Safer London's services. Forecast reserves at 31 March 2026 are £738,000, which are within the range set by the Trustees. The Charity's latest set of management accounts show they are on track to achieve this.

Safer London is seeking to diversify its income to reduce the reliance on its main funder, and to enable it to build on its existing reach.

The Trustees have concluded that there is a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis in preparing these financial statements.

Income

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

For donations to be recognised the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Charity and it is probable that they will be fulfilled.

Income from grants and contracts are recognised at fair value when the Charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Support costs are those that assist the work of the Charity but do not directly represent charitable activities and include, HR support, IT infrastructure and support, governance costs and administration.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Expenditure on raising funds includes all expenditure associated with generating fundraised income, as well as any associated support costs.

Termination benefits, included redundancy costs, are recognised when the Charity has the obligation to pay the benefits and they can be measured reliably. All expenditure is inclusive of irrecoverable VAT.

Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets and depreciation

Tangible fixed assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

- Leasehold improvements - Over the life of the lease
- Fixtures and fittings - 33%
- Computer equipment - 33%

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

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

Liabilities and provisions cont

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

Financial instruments

The Charity holds only basic financial instruments. The financial assets and liabilities of the Charity are as follows:

Financial assets - Trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 10. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value, as presented on the balance sheet.

Financial liabilities - Trade creditors, other creditors and accruals are basic financial instruments and are measured at amortised cost as detailed in Note 11. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver charitable services rather than cash or another financial instrument.

Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Pensions

When employees have rendered service to the Charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for the service.

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

Fund accounting

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

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

Notes to the financial statements Year to 31 March 2025

1. Income from donations and grants

	Unrestricted funds £	Restricted funds £	**Total funds 2025 £**
Donations	8,405	-	**8,405**
Grants	-	-	**-**
	8,405	-	**8,405**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2024 £*
Donations	*12,827*	-	*12,827*
Grants	-	-	-
	12,827	-	*12,827*

2. Income from charitable activities – by type

	Unrestricted funds £	Restricted funds £	**Total funds 2025 £**
People	2,278,810	724,252	**3,003,062**
Peers	241,347	76,705	**318,052**
Places	140,354	44,607	**184,961**
	2,660,511	845,564	**3,506,075**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2024 £*
People	*162,286*	*2,797,984*	*2,960,270*
Peers	*35,280*	*608,266*	*643,546*
Places	*11,694*	*201,613*	*213,306*
	209,260	*3,607,862*	*3,817,122*

Notes to the financial statements Year to 31 March 2025 cont

3. Analysis of expenditure on charitable activities – by fund

	Unrestricted funds £	Restricted funds £	**Total funds 2025 £**
Raising funds	134,883	18,612	**153,495**
Support and Out-reach	2,682,172	826,952	**3,509,124**
	2,817,055	845,564	**3,662,619**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2024 £*
Raising funds	*25,089*	*78,278*	*103,367*
Support and Out-reach	-	*3,529,584*	*3,529,584*
	25,089	*3,607,862*	*3,632,951*

4. Analysis of expenditure on charitable activities – by type

	Activities undertaken directly £	Support Costs £	**Total funds 2025 £**
Raising funds	120,588	32,907	**153,495**
Support and Out-reach	2,745,162	763,962	**3,509,124**
	2,865,750	796,869	**3,662,619**

	Activities undertaken directly £	*Support Costs £*	*Total funds 2024 £*
Raising funds	*74,973*	*28,394*	*103,367*
Support and Out-reach	*2,647,851*	*881,733*	*3,529,584*
	2,722,824	*910,127*	*3,632,951*

5. Analysis of direct costs

	Total 2025 £	Total 2024 £
Direct staff costs	**2,613,673**	2,338,376
Direct costs of support and out-reach	**165,959**	287,212
Staff and volunteer travel and subsistence	**17,578**	30,201
Fundraising and publicity	**50,885**	43,547
Staff training	**17,655**	23,488
	2,865,750	2,722,824

Notes to the financial statements Year to 31 March 2025 cont

6. Analysis of support costs

	Total 2025 £	Total 2024 £
Support staff costs	**282,788**	297,139
Depreciation	**2,663**	9,172
Rent, rates and service charges	**120,280**	156,122
Other building costs	**13,115**	35,087
Professional fees (including IT and accounting support)	**46,081**	139,914
Insurance	**9,660**	8,249
Finance & IT support	**71,888**	80,653
HR support, recruitment and training	**77,639**	64,031
Hospitality	**1,191**	1,157
Office, computer and website costs	**99,174**	80,055
Governance costs (see note 7)	**72,390**	38,548
	796,869	910,127

7. Governance costs

	Total funds 2025 £	Total funds 2024 £
Auditors' remuneration – audit of the financial statements	**22,680**	15,235
Auditors' remuneration – other services	**3,888**	6,095
Legal fees	**45,822**	17,218
	72,390	38,548

8. Staff costs

	Total funds 2025 £	Total funds 2024 £
Wages and salaries	**2,574,897**	2,341,369
Social security costs	**257,922**	232,345
Pension costs	**63,642**	61,801
	2,896,461	2,635,515

Included within staff costs are £127,501 of termination costs and settlements (2024: nil). These costs have been included within direct costs and there were no amounts outstanding at the year end.

The average number of persons, calculated on a headcount basis, employed by the Charity during the year was as follows:

	Total 2025 No.	Total 2024 No.
Projects, fundraising and management	**69**	63

Notes to the financial statements Year to 31 March 2025 cont

8. Staff costs cont

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Total 2025 No.	Total 2024 No.
£60,001 - £70,000	**2**	2
£90,001 - £100,000	**-**	1
£110,001 - £120,000	**1**	-

During the year, no Trustees received any remuneration or other benefits (2024 - none). During the year, no Trustee expenses have been incurred (2024 - none).

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £622,881 (2024 - £560,280).

The Charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff:

- Chief Executive Officer (to 30 June 2024)
- Deputy CEO and Acting CEO (from 1 July 2024)
- Head of Safeguarding
- Head of Quality Practice
- Head of Corporate Services (to 31 December 2024)
- Head of Finance (from 23 January 2025)
- Head of Business Development
- Directors of Practice
- Interim COO (from 16 September 2024)

9. Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment £	Computer equipment £	Total £
Cost				
At 1 April 2024	55,206	42,593	121,253	**219,052**
Disposals	(55,206)	(42,593)	(100,905)	**(198,704)**
At 31 March 2025	-	-	20,348	**20,348**
Depreciation				
At 1 April 2024	54,084	42,593	118,063	**214,740**
Eliminated on disposal	(55,206)	(42,593)	(100,905)	**(198,704)**
Charge for the year	1,122	-	1,541	**2,663**
At 31 March 2025			18,699	**18,699**
Net book values				
At 31 March 2025	-	-	1,649	**1,649**
At 31 March 2024	1,122	-	3,190	**4,312**

Notes to the financial statements Year to 31 March 2025 cont

10. Debtors

	Total 2025 £	Total 2024 £
Trade debtors	**430,581**	2,500
Prepayments and accrued income	**313,082**	432,881
Other debtors	**21,160**	-
	764,823	435,381

11. Creditors: Amounts falling due within one year

	Total 2025 £	Total 2024 £
Trade creditors	**38,279**	154,863
Other creditors	**205,331**	
Other taxation and social security	**59,092**	48,653
Accruals and deferred income	**45,999**	129,568
	348,701	333,084

Deferred income (included above)

	Total 2025 £	Total 2024 £
Deferred income at 1 April	**65,611**	291,486
Resources deferred during the year	**7,500**	65,611
Amounts released from previous periods	**(65,611)**	(291,486)
Deferred income at 31 March	**7,500**	65,611

Income has been deferred in respect of grants and contracts relating to the 2024/25 and 2025/26 financial years.

Notes to the financial statements Year to 31 March 2025 cont

12. Statement of funds

2024/2025

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers In/Out £	**Balance at 31 March 2025 £**
Unrestricted funds					
General funds	1,003,476	2,668,916	(2,817,055)	(62,000)	**793,337**
Designated funds – Business development	-	-	-	62,000	**62,000**
Total unrestricted funds	1,003,476	2,668,916	(2,817,055)	-	**855,337**
Restricted funds				-	**-**
MOPAC Victim's Fund	-	98,730	(98,730)	-	**-**
Help for Children Fund	-	48,487	(48,487)	-	**-**
MOPAC Children Affected by Violence	-	392,152	(392,152)	-	**-**
MOPAC Rescue & Response (Initial Contract)	-	46,971	(46,971)	-	**-**
MOPAC Pan London Housing Reciprocal	-	85,000	(85,000)	-	**-**
Ministry of Justice via MOPAC	-	141,600	(141,600)	-	**-**
The Barrow Cadbury Grant	-	32,624	(32,624)	-	**-**
Total restricted funds	-	845,564	(845,564)	-	**-**
Total funds	1,003,476	3,514,480	(3,662,619)	-	**855,337**

Notes to the financial statements Year to 31 March 2025 cont

12. Statement of funds cont

2023/2024

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Transfers In/Out £*	*Balance at 31 March 2024 £*
Unrestricted funds					
General funds	*806,478*	*222,087*	*(25,089)*	-	*1,003,476*
Restricted funds				-	-
MOPAC Victim's Fund	-	*552,000*	*(552,000)*	-	-
Paul Hamlyn Foundation	-	-	-	-	-
City Bridge Trust	-	*76,700*	*(76,700)*	-	-
Help for Children Fund	-	*30,000*	*(30,000)*	-	-
Esmee Fairbairn (New)	-	*76,330*	*(76,330)*	-	-
MOPAC Children Affected by Violence	-	*2,188,761*	*(2,188,761)*	-	-
MOPAC Rescue & Response (Initial Contract)	-	*261,344*	*(261,344)*	-	-
MOPAC Pan London Housing Reciprocal	-	*255,000*	*(255,000)*	-	-
Ministry of Justice via MOPAC	-	*141,600*	*(141,600)*	-	-
Standing Together Against Domestic Abuse - Whole Housing Association	-	*11,250*	*(11,250)*	-	-
The Barrow Cadbury Grant	-	*2,376*	*(2,376)*	-	-
Ofsted Peer Research	-	*12,500*	*(12,500)*	-	-
Total restricted funds	-	*3,607,862*	*(3,607,862)*	-	-
Total funds	*806,478*	*3,829,949*	*(3,632,951)*	-	*1,003,476*

Notes to the financial statements Year to 31 March 2025 cont

12. Statement of funds cont

a) Restricted funds

Restricted funds enable us to deliver charitable activities that contribute to achieving the aims of our 5-year strategy. We have continued to reflect our 3 key strategic themes in how we deliver our work and structure our workforce.

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures. Our team of skilled and experienced support workers deliver one on one support to young Londoners and their families, who are impacted by violence and exploitation in the community. Our support is centred around trusted relationships. our staff are relatable and credible. They work with young Londoners and the people important in their lives to deliver high quality, innovative and evidence-based support.

Through peer-group programmes in education settings and communities we support and empower young Londoners to speak up, recognise, acknowledge, and call-out unacceptable behaviours. These programmes aim to change norms and accepted behaviours within a group context. This work is informed by bystander theory to build oung Londoners' confidence and skills to challenge their peers, professionals, communities and decision makers.

To make sure that the places and spaces where young Londoners spend their time are safe and positive we are developing our work directly in and with communities. During the past year this has included our housing advocacy and support provided via the Pan-London Housing Reciprocal as well as place-based interventions that draw on our knowledge of contextual safeguarding to improve the safety of young Londoners in their own home and neighbourhood.

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers. These include, for example, projects to analyse and better understand our data, to research and evaluate the impact of our programmes, and to enhance the way that we communicate about our work with the public. Other key enablers ensure that young Londoners have a strong and prominent voice in influencing and shaping how we deliver our services; and developing an equity, diversity, and inclusion plan that will ensure that all our services are accessible to any young Londoners that need them.

b) Unrestricted funds

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

c) Designated funds

The Trustees agreed to designate £62,000 of the year end reserves at 31 March 2025 for business innovation.

Notes to the financial statements Year to 31 March 2025 cont

13 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	**Total funds 2025 £**
Tangible fixed assets	1,649	-	**1,649**
Current assets	1,183,389	19,000	**1,202,389**
Creditors due within one year	(329,701)	(19,000)	**(348,701)**
Total	855,337	-	**855,337**

	Unrestricted funds 2024 £	*Restricted funds 2024 £*	*Total funds 2024 £*
Tangible fixed assets	*4,312*	-	*4,312*
Current assets	*1,332,248*	-	*1,332,248*
Creditors due within one year	*(333,084)*	-	*(333,084)*
Total	*1,003,476*	-	*1,003,476*

14. Pension commitments

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £63,642 (2024: £61,801).

The defined contribution liability is allocated to unrestricted funds and is split between direct and support costs.

15. Operating lease commitments

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

	2025 £	2024 £
Not later than 1 year	**89,976**	115,355
Later than 1 year and not later than 5 years	**27,200**	-
	117,176	115,355

The following lease payments have been recognised as an expense in the statement of financial activities:

	2025 £	2024 £
Operating lease rentals	**131,476**	113,731

16. Related party transactions

There were no related party transactions during the year.

During the prior year, ended 31 March 2024, the Charity made payments of £6,000 to the husband of the Head of Corporate Services for the disposal of office equipment and rubbish. There was a balance of £Nil outstanding at 31 March 2025 in respect of these transactions. There were no other related party transactions during that year.

Notes to the financial statements Year to 31 March 2025 cont

17 Agency relationship

Safer London acts as the banker Charity in the arrangement with MOPAC which involves three other partners and under which the Charity receives and pays out funding from MOPAC, acting as an agent. This arragement began in the year ended 31 March 2025. During the year, Safer London received £2,048,745 of funds as agent and £2,048,745 of funds were paid out to the other partner charities under this arrangement. No funds are held as agent as at the balance sheet date.

Growing Through the Cracks

Safer London Annual Trustees' Report,
Accounts and Financial Review 2024 | 2025

SAFER LONDON

England & Wales - Charity number 1109444

Accounts

saferlondon

ANNUAL TRUSTEES' REPORT

ACCOUNTS AND FINANCIAL REVIEW
2023 | 2024

Company number 05190766

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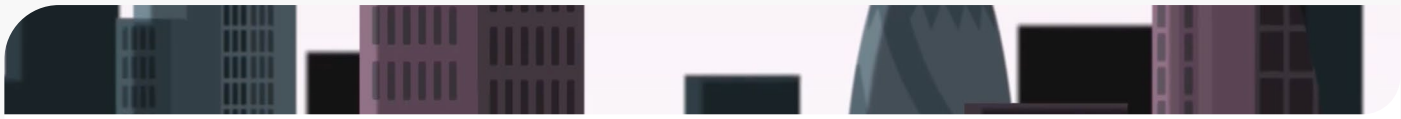


REFERENCE ANDADMINISTRATIVE INFORMATION

SAFER LONDON TRUSTEES 2023 - 2024

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair (resigned 31st December 2023)
- Gemma Bailey
- Vaneesha Bailey
- André Campbell (resigned 22nd November 2023)
- Valerie Floy, Hon. Treasurer
- Anthony Gunter
- Baroness Sally Hamwee
- Tim Jones

KEY MANAGEMENT PERSONNEL, SENIOR LEADERSHIP TEAM

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

OTHER KEY PERSONNEL

- Executive Assistant to the CEO
- Deputy Head of Practice
- Deputy Head of Safeguarding
- Deputy Head of Practice – Development

REGISTERED OFFICE

Until 1 November 2023 :
Skyline House
200 Union Street
London, SE1 0LX

From 1 November 2023:
The Foundry
Room 301
154-156 Blackfriars Road
London, SE1 8EN

BANKERS

Skyline House
200 Union Street
London, SE1 0LX

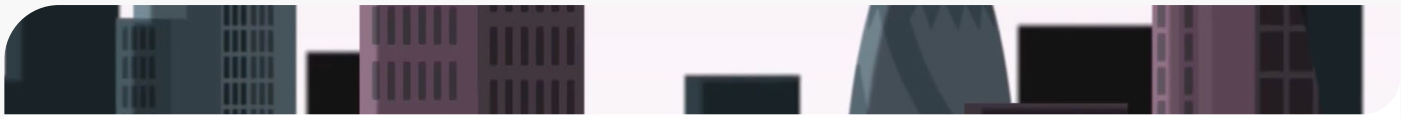
AUDITORS

Buzzacott LLP
130 Wood Street
London EC2V 6DL

The Trustees present their report together with the financial statements of Safer London for the year 2023|2024.

The financial statements have been prepared in accordance with the accounting policies set out on pages 78 to 83 and comply with the charitable company's Articles of Association, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland (FRS 102).

Company number 05190766



A REMINDER OF WHO WE ARE AND WHAT WE DO

OUR STRATEGY

In 2020 we entered the first year of our new Strategy. The first Strategy for Safer London and one which sets out a clear direction of where we want to be.

In 2023|2024 we entered the fourth year of our Strategy, consolidating our progress to deliver our objectives around our core areas of work:

PEOPLE

PEERS

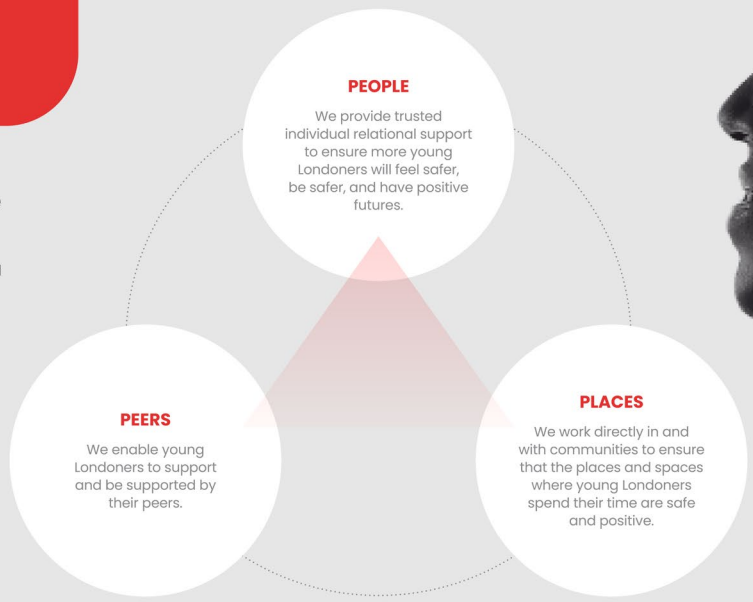
PLACES

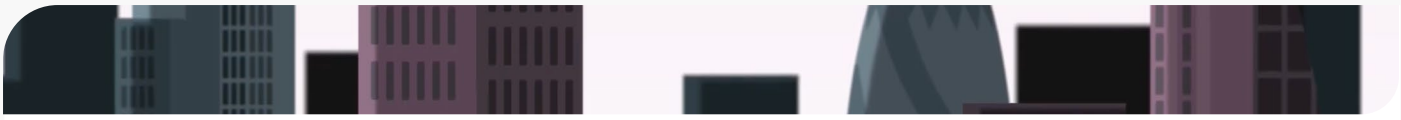
Work Themes

We deliver our work through three key themes:

We believe **people**, **peers** and **places** all have their own abilities and assets.

We'll work alongside them to identify their strengths and enable them to find the solutions which work best for them.





OUR PURPOSE AND VALUES

OUR PURPOSE – WHAT MAKES US DIFFERENT

Safer London is on a mission to make the city safe for young Londoners.

By working with young Londoners, their families and peers, as well as the places where they spend their time, we can create a safer London not just for them – but everyone.

Young Londoners are full of ambition and aspiration. Too many are experiencing violence and exploitation. We are working alongside young Londoners, supporting them to have the future they deserve. We're here for them, wherever they are and whenever they're ready.With a footprint in every London borough, we have the influence and flexibility to make real change. As they move, our support can move with them.

Young Londoners are inspirational, the future of London. By working alongside them, their families, peers and communities we will help them to unlock their potential.

OUR VALUES

Safer London strives to be:

CHANGE-MAKERS: We bring creativity, passion and innovation to make a lasting difference.

INCLUSIVE: All that we do recognises and values the diverse experiences of young people.

TRUSTED: People trust us because we have a track record of consistent, high-quality delivery.

COURAGEOUS: We are brave, unafraid to challenge and committed to empowering young Londoners to stay safe.

COLLABORATIVE: We stand with individuals and organisations who share our vision; our people and our partners are central to everything we do.

During the 2023/2024 financial year, we introduced our behaviours framework to help us to articulate how our values look and feel so we can live them in our day-day work.

TRUSTEES' REPORT

"

My worker was very positive, and the sessions were insightful. It made me understand and reflect more around my future and past, and made me see what kind of person I can be.

Even though some conversations have been difficult she was always respectful of my boundaries and allowed me to have a safe word in case the conversation has become too much, which was really helpful. I have enjoyed all the sessions even the hard ones, as these have helped me to understand my past. I no longer feel as emotional when I think about my past.

I understand my past better. I feel more at peace with myself.

YOUNG LONDONER
who accessed Safer London support

INTRODUCTION

WHY WE EXIST

Every young Londoner deserves to have a positive, happy and safe future.

But that simply isn't the reality for every child and young person living in London. Too many are living lives that are affected by violence and exploitation.

Experiencing trauma at a young age can greatly impact the trajectory of someone's life. It can cause a sense of losing control and isolation.

The reality is that young Londoners can often feel that they are alone, without help or support. When they do get support they often express that they feel judged, unheard and that support doesn't take into account what makes them who they are.

That's where Safer London comes in. We work alongside young Londoners, including them in what their support looks like.

We listen to them. By listening, we can understand what they need – and by working together we build a programme of support that addresses their needs.

It is through their own resilience and tenacity that the young Londoners achieve positive outcomes for themselves, we're just there to guide them.

THE GUIDING PRINCIPLES OF OUR WORK

Our guiding principles enable us to continually adapt our methods and embrace innovative approaches when working with young Londoners.

By applying these principles, we have developed a robust and effective service for young Londoners and families affected by violence and exploitation.

SAFER LONDON'S SERVICES AND SUPPORT ARE ROOTED IN GUIDING PRINCIPLES:

PERSON CENTRED

CONTEXTUAL SAFEGUARDING

TRAUMA RESPONSIVE

NON JUDGEMENTAL

CO-PRODUCTION

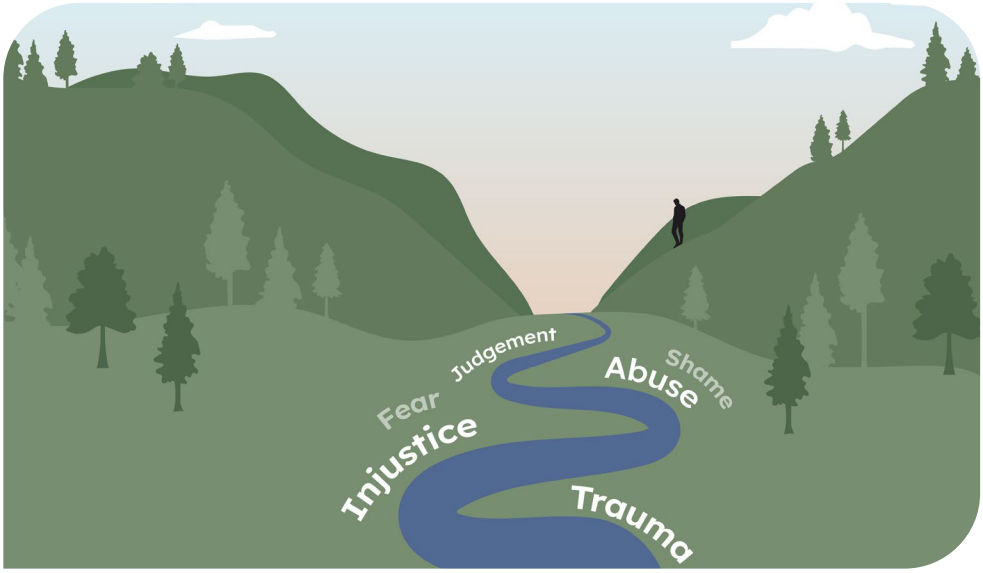
Our guiding principles are the foundations of our support – but **building trusting relationships** is really what allows us to create success.

Young Londoners often express distrust of services, whether this be the Police or Social Care. This distrust may have formed from their direct experiences, but often it's rooted in systemic issues, which has created a broken trust between services and whole communities.

Trust is key, and **building trust takes time**. We understand and recognise not just the importance of building trust, but also the nuances of how that trust is built. At Safer London we pride ourselves on being able to build trust where others can't, and it is through this trust that we can bridge gaps, cross barriers and collaboratively create better futures for those we work alongside.

BUILDING BRIDGES OF TRUST

Building trust between a young Londoner and a caseworker is like constructing a bridge over a deep valley. Imagine this valley as the gap of mistrust and past disappointments that many young Londoners have faced.



This valley is often shaped by challenging and negative experiences including trauma, fear, judgment and a lack of consistent support.

- Past trauma: Experiences of violence and exploitation leave deep emotional scars, making trust difficult.
- Negative past experiences: Previous poor interactions with professionals leave them wary.
- Feeling judged: Young Londoners may feel misunderstood or judged, causing reluctance to engage.
- Inconsistent support: Frequent changes in professionals prevent transformative relationships to develop.
- Cultural barriers: Lack of cultural understanding can alienate young Londoners.
- Fear of repercussions: Concerns over retaliation or legal consequences can deter them from opening up.
- Shame and stigma: Feelings of shame about exploitation may prevent them from seeking help.
- Lack of youth-centred approaches: Rigid processes often don't address their specific needs.

Building trust between a young Londoner and a caseworker is never straightforward. It takes time, patience, and understanding.

The bridge is not built overnight. It requires careful and deliberate effort, stone by stone. Each stone represents a critical element of trust.

It is the caseworker's responsibility to construct and place these stones. They must continuously demonstrate these qualities to provide a strong and stable path. Meanwhile, the young Londoner evaluates these stones, testing their strength and authenticity.

As each stone is set, the bridge extends further across the valley. Initially, the young Londoner might tread cautiously, having been let down by inconsistent and unreliable people in the past. They have learned to be wary, expecting this new bridge to crumble like so many others.

However, with patience and consistent effort, the caseworker shows that this bridge is different. Slowly but surely, the young Londoner steps forward, gaining confidence in each stone laid by the caseworker.

Together, they build this bridge. It is a collaborative effort where trust is earned through actions and time, not just words. Eventually, they meet in the middle, standing on a bridge built from genuine trust and mutual respect.

This bridge, once completed, becomes a pathway to a stronger, more trusting relationship where both can move forward together

You can read about how Kamisha, one of Safer London's expert caseworkers, built a bridge of trust with two young Londoners she worked with last year.

Isabella's story

Michael's story

EVIDENCE INFORMED PRACTICE

Research highlights the crucial role of trust in successful outcomes when working with children and young people affected by violence and exploitattion.

At Safer London, establishing trust is fundamental to how we work. Time and time again we hear directly from young Londoners how they feel let down by professionals, which ultimately leads to distrust in services that were designed to help them.

Young Londoners aren't hard to engage - **services are hard to engage with**. That's why our caseworkers take the time to build that bridge of trust with every young Londoner they work alongside.

We know we can't just presume that what we are doing is what young Londoners want or need. We can only understand if we're doing the right thing by consulting the experts – the young Londoners and families we work alongside.

Last year we commissioned an evaluation* examining how we can further cultivate and develop trusted relationships at Safer London. Our goal was to take the insights from this evaluation to refine our understanding of trust and trusted relationships. This would allow us to clearly define the key factors and conditions necessary for building successful connections based on trust.

WE WANTED TO KNOW:

What **structural and interpersonal** factors impact trusted relationships between caseworkers and young Londoners affected by violence and exploitation?

How well does **Safer London's Strategy** support the development of trusting relationships?

What **barriers** hinder the building of trust between Safer London Caseworkers and young Londoners?

What is the **impact** of trusted relationships on our work with young Londoners ?

This evaluationexploring trusted relationships was conducted by The Centre for Education and Youth (CfEY) in collaboration with Ciaran Thapar. It forms part of Safer London's Building Trust: Understanding Trusted Relationships at Safer London report.

From September to November 2023, we collected data through surveys, focus groups, and interviews with 55 participants, including caseworkers, young Londoners and community members.

Through this participatory approach we learnt what young Londoners and caseworkers felt were conductors and inhibitors of trust in Safer London's offer of support.

Critically we learnt trust allows young Londoners to value caseworkers' perspectives, in turn aiding positive changes in their self perception and approach to challenges. This continues into their future, as experiencing a trusted adult relationship makes young Londoners more open to trusting others in the future.

FINDINGS

- Young Londoners have agency and choice in their Safer London support, including meeting logistics and session objectives. This choice is crucial for those impacted by violence and exploitation, who may feel a lack of control in their lives.
- Safer London caseworkers value reliability and often share experiences with young Londoners, but professional boundaries can hinder sharing commonalities. Relatability between workers and young Londoners is beneficial but not always needed.
- High workloads can have an impact on the support caseworkers can offer. Reliability and availability of workers are key to building trust, showing young Londoners that they are cared for.
- Support from Safer London workers is goal-oriented, with young Londoners involved in setting these goals, increasing ownership and trust.
- Young Londoners do not have agency in choosing their trusted adult at Safer London, affecting their sense of control.
- Traveling between sessions across London limits the time caseworkers can spend with each young Londoner, limiting valuable time needed to build relationships.
- Session location can affect the trust building process, with public or noisy meeting spaces hindering deep conversations.
- Unconditional positive regard from workers is crucial for building trust and affects young Londoners' future relationships.

A set of recommendations fell out of the evaluation, alongside the creation of a trusted relationship framework.

The framework acts as an internal tool that can guide Safer London Caseworkers in reinforcing the trusted relationships they are seeking to build, acting as the cement holding the stones of the bridge together.

Discover how young Londoners shaped the framework

RECOMMENDATIONS

- → Look at the geography of caseworkers' caseloads to reduce travel between sessions
- → Cap caseworkers' caseloads
- → Expand work hours outside of 9am-5pm
- → Consider how to reduce the risks around young Londoners' travel to provide face-to-face support for all young Londoners who want it
- → Increase training on sharing personal experiences with young Londoners

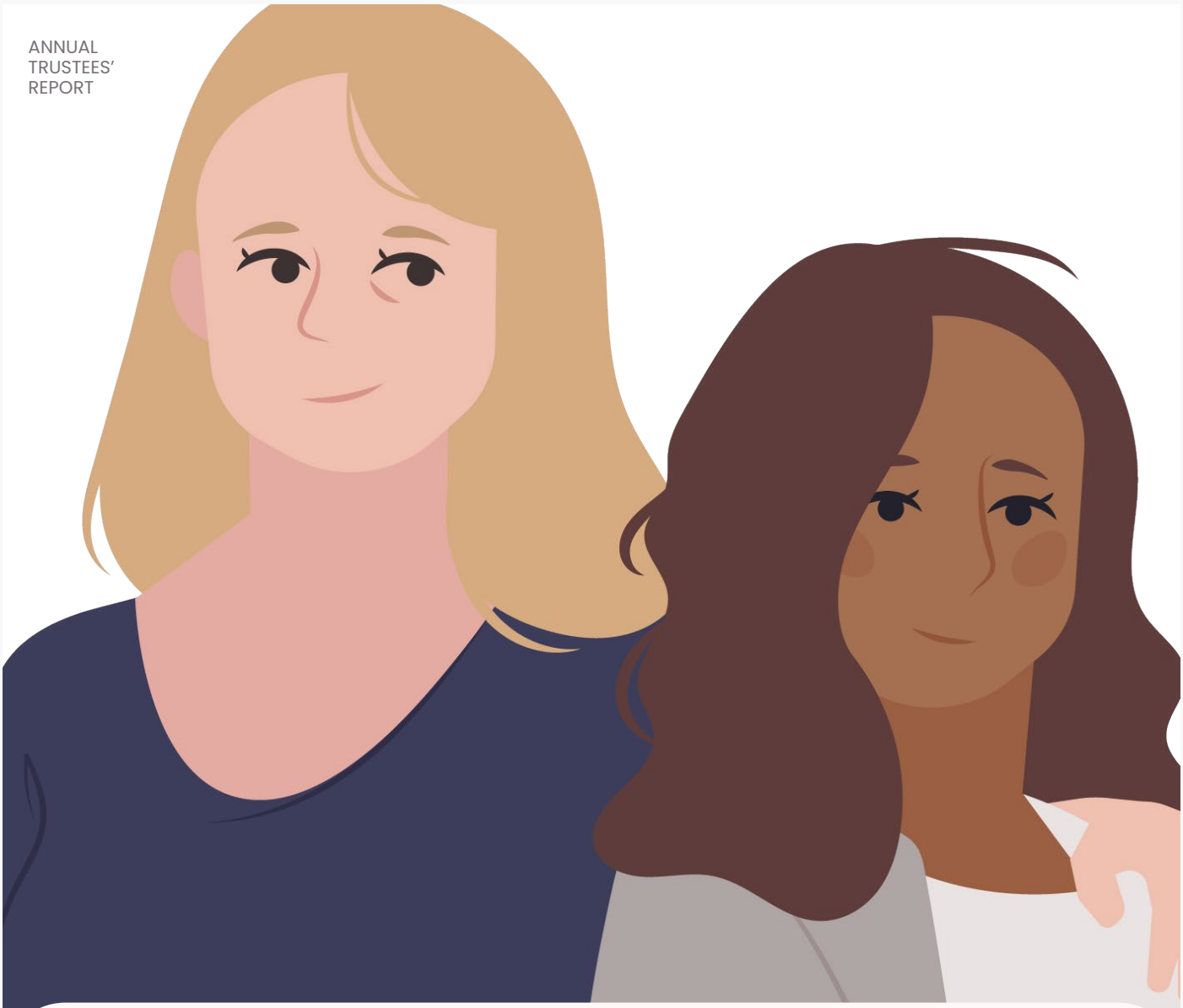
As an organisation, we have already implemented changes aligned with the some of the recommendations from the research.

12 Caseloads are capped at 10 to 12 cases per worker, depending on the expertise and experience of the caseworker and the complexity of the cases.

Caseworkers are assigned to clusters of geographically close boroughs. Safer London's Front Door referral and screening team strives to allocate cases within these clusters, reducing travel time.

However, we recognise that it is not always possible to allocate cases exclusively within these clusters.

Read the full report



"

The [Safer London] worker my daughter had was very warm, professional and held safeguarding paramount in all interactions. She worked in a creative child friendly way, allowing my daughter to take the lead on most sessions.

As a mother I have learnt many ways through this process to allow my daughter to explore her thoughts and feelings by being creative and using apps suggested by her worker, whilst exploring other services useful to my child.

How the worker made my child feel and the positive impact she has had reminds me to continue putting my daughter's needs first.

PARENT
whose child accessed Safer London support

A YEAR OF PRACTICE & SERVICE DELIVERY

Last year our service delivery started on a solid base designed to cultivate trust.

Our caseworkers were allocated smaller caseloads and young Londoners could access support for extended periods of time – up to two years if necessary.

We know that crafting those stones of consistency, reliability, honesty and empathy isn't done in the first meeting – it often takes months to establish the path on which the young Londoner and caseworker can walk across and meet in the middle.

With this foundation set, our caseworkers worked with more than 450 young Londoners, providing specialist intensive support built around the specific needs of each child or young person.

OUR YEAR IN NUMBERS

OUR WORK WITH YOUNG LONDONERS

1021

Total number of young Londoners reached through all our programmes and support

453

young Londoners supported one to one by Safer London caseworkers

- **24** young Londoners received specialist housing and resettlement support
- **41** young Londoners received specialist education, training and employment support
- **268** young Londoners took part in prevention group sessions
- **199** young Londoners attended Safer London class presentations
- **53** children and young people supported via Safer London family intervention work

OUR WORK WITH PARENTS /CARERS

189

Total number of parents/carers reached through all our programmes and support

39

parents/carers supported one to one by Safer London caseworkers

- **105** parents/carers took part in group sessions
- **45** parents/carers supported by Safer London community partner Code 7

OUR WORK TO INFLUENCE

487

Professionals took part in Safer London training or outreach. Topics included Safeguarding, CSE and County Lines

- **73** young people and adults contributed to research as participants

THE DIFFERENCE OUR WORK MAKES

Safety

80% young Londoners who we worked alongside reported an increased feeling of safety and felt less affected by violence

84% young Londoners who we worked alongside expressed they felt able to navigate safely through their environments

Wellbeing

72% young Londoners who we worked alongside felt that they had more self-compassion

85% young Londoners who we worked alongside stated they had improved coping strategies

Relationships

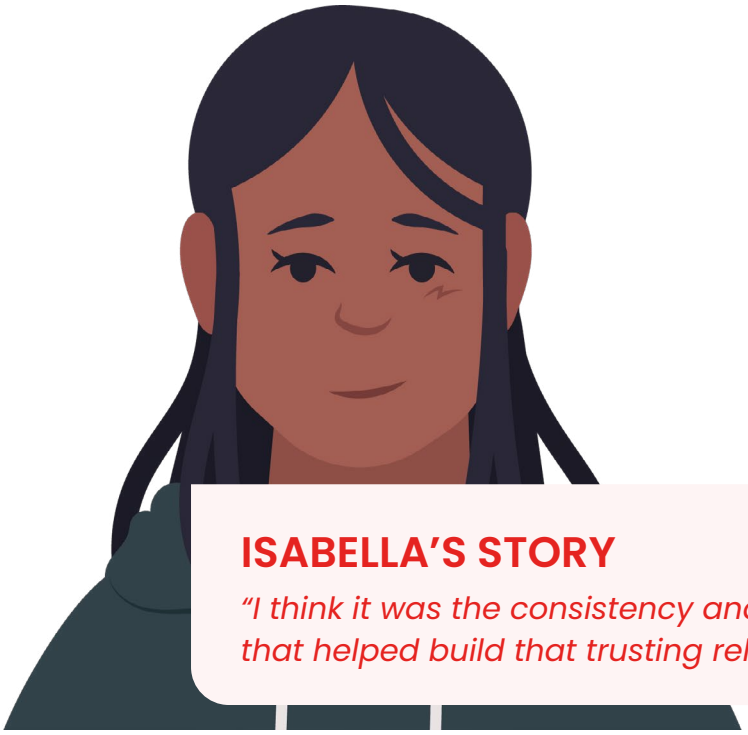
89% young Londoners who we worked alongside reported improved relationships

81% young Londoners who we worked alongside felt interactions with their peers were positive

Future Focus

69% young Londoners who we worked alongside felt positive about their life and the choices they were making

79% young Londoners who we worked alongside stated they felt confident that they were ready to start working towards what they wanted achieve



ISABELLA'S STORY

"I think it was the consistency and stability I gave her that helped build that trusting relationship"

At 15, Isabella had been excluded from education, was on a Child in Need plan and had an upcoming court case. At high risk of criminal exploitation, Social Care referred her to Safer London for expert support.

"

When I received Isabella's case, she was on a Child in Need (CIN) plan due to concerns around criminal exploitation and regular drug use. She had been excluded from school multiple times for smoking cannabis and had a history of violent behaviour.

Isabella was known to become aggressive when touched, leading to physical altercations with school staff, which resulted in her being taken to court.

She was extremely anxious about the court proceedings, because she thought she was going to go to prison. She would say *"I'm going to be in big trouble. What are they gonna do? What's the worst they can do?"*.

Every session she was just panicking about court. But she still kept seeing me. She still kept engaging.

In our sessions we worked on understanding laws and the criminal process. When I asked if she wanted me to attend court with her, she insisted.

At court, Isabella was extremely nervous. Ultimately, she received a conditional referral order. As long as Isabella stayed out of trouble, her record would be cleared. She was really happy about that.

After court we focussed on getting her back into education. At the time of the court proceedings, she was receiving online lessons but desperately wanted to return to a physical school environment. The main concern was that Isabella could only return to the PRU that had taken her to court, as she was previously suspended from several other PRUs. This terrified her and she refused to go back to the PRU out of fear.

Then through the work we did as part of the intervention, she came around and said *"I wanna go back to school. I wanna see what it's like"*. So I advocated for her, organising meetings with the PRU and her mother to discuss her return and what that could look like. Isabella is now back in full-time education determined to get her GCSEs, which is a significant step for her considering her initial fear.

ISABELLA'S INTERVENTION FOCUSED ON:

Managing emotions

Awareness of the law and how it works

Criminal justice proceedings suport

Advocating for full time education

> **"**
>
> **Isabella expressed appreciation for my consistency and support, saying I was the only worker who had stayed with her and genuinely helped her.**
>
> KAMISHA
> Safer London Expert Caseworker

We did a lot of work around managing her emotions. She really struggled when she was angry as she would just react. But now she's able to just go for a walk or have a cry. Before she didn't want people to see her cry and I said to her, *"just cry, just let it out. It doesn't matter what people think. It's about you letting out your emotions"*. So now she just she cries and she doesn't get angry. She doesn't have angry outbursts anymore.

Isabella was taken off the CIN plan as her risks of violent behaviour and criminal exploitation had significantly reduced. There were still risks around substance misuse. Isabella had previously had issues engaging with a substance misuse worker. She expressed *"I don't wanna go back. You can tell I don't wanna stop"*. So I said, OK, you're not gonna stop. Let's work on managing it then. So we focused on managing her substance and alcohol use instead. This approach worked and Social Care had no further concerns.

Supporting Isabella to get back into full time education was important in creating sustainability beyond the intervention.

I can imagine that other professionals would perceive Isabella as challenging due to her violent history, but she was fine. I treated her like any other young person. We started by establishing boundaries. I was like, *"you tell me what you like and what you want from me and what you don't want me to do. And I will tell you what I like and what I want from you and what I don't want you to do".* I was like let's set these boundaries at the start and then we won't cross them, and we will just work towards that and I think that really helped her.

Maintaining consistency also really helped. I called her every week and was there for her when she needed me. She responded well to this, never missing a session. I think it was the consistency and stability that I gave her and the feeling of not treating her like other professionals had treated her, like thinking oh she's another violent person, helped build that trusting relationship.

Isabella is now back in full-time education and she's learned to manage her emotions. She still smokes, but she doesn't smoke as much. School provides a big distraction and that's one of the reasons she wanted to go back. She wanted that distraction, something to keep her busy in a positive way. Honestly, she's come so far. She's amazing.

KAMISHA,
Safer London Caseworker

VOICES INFORMING OUR WORK

We understand that in our work impact goes beyond just numbers. We need to see the full picture, especially for young Londoners whose lives are shaped by their experiences.

To do this, our caseworkers team up with young Londoners right from the start to set goals. We use outcome measurement tools to check in on how they're feeling throughout their entire journey with us, not just at the beginning and end, recognising that the road to a brighter future isn't always linear.

Last year we introduced feedback forms to capture their journey from start to finish. By hearing their stories directly and understanding their experiences, we get a clearer sense of our impact.

These feedback forms are not just designed to understand where we're doing well – they're an opportunity to identify where we might be falling short. By providing this mechanism for those who access our support to suggest improvements, we can build a service that better meets their needs.

EXAMPLE QUESTION AND REAL RESPONSES

IS THERE ANY WAY THAT SAFER LONDON COULD IMPROVE YOUR OVERALL EXPERIENCE?

> My experience was great and [I] wouldn't change anything

> I think sessions could [be] longer

> I think to have alternative spaces/rooms to meet for half-term

> Looking at my journey with you, I cant think of anything else that you could have done different

↑ The Safer London team at the CYP Now Awards 2023

SAFER LONDON'S WORK RECOGNISED NATIONALLY

Last year Safer London was shortlisted at the CYP Now Awards in recognition of our work with young Londoners affected by violence, alongside our delivery partner Catch 22.

Although we didn't win it was an honour to be nominated - an amazing recognition of five years of work.

219
young Londoners accepted into Safer London's violence work last year

82%
young Londoners reported a reduction in being affected by violence

77%
young Londoners experienced a decrease in reoffending

MICHAEL'S STORY

"Michael taught me patience and helped me understand the young person's perspective"

Michael was referred to Safer London a week before he turned 18 by his Social Worker. Shortly after referral Social Care closed the case, ceasing to provide direct support.

"

Michael was at high risk of violence. There had been several instances where he'd been threatened with weapons, often outside the family home. He wasn't safe there due to 'gangs' trying to gain entry to get to Michael.

He was actually homeless at the time of the referral, with Michael sofa surfing due to the risks. He also had a lengthy criminal record, with over 100 mentions on his record and a lot of police stop and searches.

When I first met Michael, he was very hesitant and didn't want to see me face to face. He preferred to do it over the phone.

Before Social Care closed his case, they referred him to temporary shared accommodation. He was hesitant about that, but I urged him to go for the stability.

Our phone conversations improved, so I made a deal with him that if he stayed in this placement, I would come see him and bring snacks, and we could do a session then.

It took about 2 to 3 weeks for him to agree to see me in person. He started staying in the accommodation and we switched from phone calls to face-to-face meetings.

The engagement from the start was good, but he suffered from a lot of mental health issues and trauma, which he wouldn't speak about. Sometimes he would not engage, not answer the phone, or say he couldn't make our sessions.

As the work progressed, he started to explain his mental health, trauma and anxiety. This helped me understand him better. Now, if he doesn't answer the phone, I know he's probably having a bad day and I'll try again another time.

My main focus for the intervention was violence, crime, and exploitation. I went straight into these topics, with a focus on how the law works. He engaged well with sessions, especially when I had different perspectives and challenged him. He would challenge me back until he understood my point.

From these sessions, his involvement in violence and crime started to reduce. He was still at high risk from others, but not to himself. He was never caught again carrying a knife or weapon. He was stopped and searched by police a few times but never found with anything. The sessions made a big difference.

MICHAEL'S INTERVENTION FOCUSED ON:

Staying safe by creating plans

Awareness of the law and how it works

Emotional wellbeing and coping strategies

Healthy versus unhealthy relationships

> **"**
>
> **I appreciate the time Kamisha has taken out to help me. She is funny, helpful and gives good advice. I learned a lot about things I should and shouldn't do.**
>
> **I learned who I have healthy and unhealthy relationships with. Before I struggled to set boundaries with people I didn't trust or shouldn't trust anymore. Kamisha has changed me to believe things I didn't believe before, especially in myself.**
>
> MICHAEL, 18
> Young Londoner

Throughout the intervention, we worked on his emotional wellbeing. I kept touching on coping strategies and other things he could do to help. By the end of the intervention, he was able to identify strategies that worked for him. He said he goes to the gym now because it helps his mental health.

When he's having bad days, he likes to be alone and process his emotions, which helps him feel better. He didn't want counseling or therapy but did work on trauma with me and spoke about his biggest challenge - accepting and forgiving what others had done to him.

We did a lot of work around healthy and unhealthy relationships, including peer mapping. Through this work he was able to identify who in his life is healthy and unhealthy to him. He gained perspective and now keeps a distance from unhealthy friends and certain family members who got him involved in violence and crime. He's learned to manage his priorities and emotions, and he's now even involved in community work with his mum.

Through the safety plan we worked on together Michael can now confidently identify safe and unsafe places and avoids areas where he might encounter trouble.

For example, during a housing meeting I attended to support him, they asked me if I knew Michael's safe and unsafe places because he had never expressed it himself. However, Michael surprised everyone by sharing his own safe and unsafe places directly. It was a real shock because he usually doesn't speak up, but he confidently said, *"This is where I'm safe. This is where I'm not safe,"* identifying his own safe places for the first time. He's now advocating for himself and making positive changes in his life.

I also advocated for him to get help with work and employment because he's getting older. He had a work coach who helped him create a CV, brainstorm career paths and create a personal statement. She also provided job opportunities. He's getting housing, bidding for his own council property and has been shortlisted. Housing was a major issue for him. Once he's got stable housing, he'll start to feel safer and more settled.

Finding secure housing that was safe was essential for creating stability for Michael. Kamisha actively advocated for Michael as well as built his confidence so he could advocate for himself.

Michael's doing well now. He's changed so much, in the ten months we worked together. Michael gave me feedback saying *"you've changed my life. You made me believe that there's good people in this world. You've encouraged me to do better. You made me believe that things I couldn't do in myself I can do."*.

Building a strong relationship with Michael was about meeting him where he was, not being too formal and working at his pace. I shared personal experiences to show him he wasn't alone and that I trusted him, which helped him trust me. I think sometimes all young Londoners need is someone who will just listen to them, not be patronising, not judge them. It's surprising how much they don't get that. I think having an impact and being the person he trusted to the point where he's changing his life himself and wanting it for himself, that's the biggest achievement.

Michael taught me patience and helped me understand the young person's perspective. He showed me that sometimes they just need someone to listen and support them at their own pace. I'm really excited about his progress. He blew me out the park. I believe he's on a good path and will achieve a lot in the next five years.

KAMISHA,
Safer London Caseworker

LOOKING TO THE FUTURE

Reflecting on a year of practice and service delivery, the central theme of building trust has proven to be the cornerstone of creating and sustaining positive outcomes.

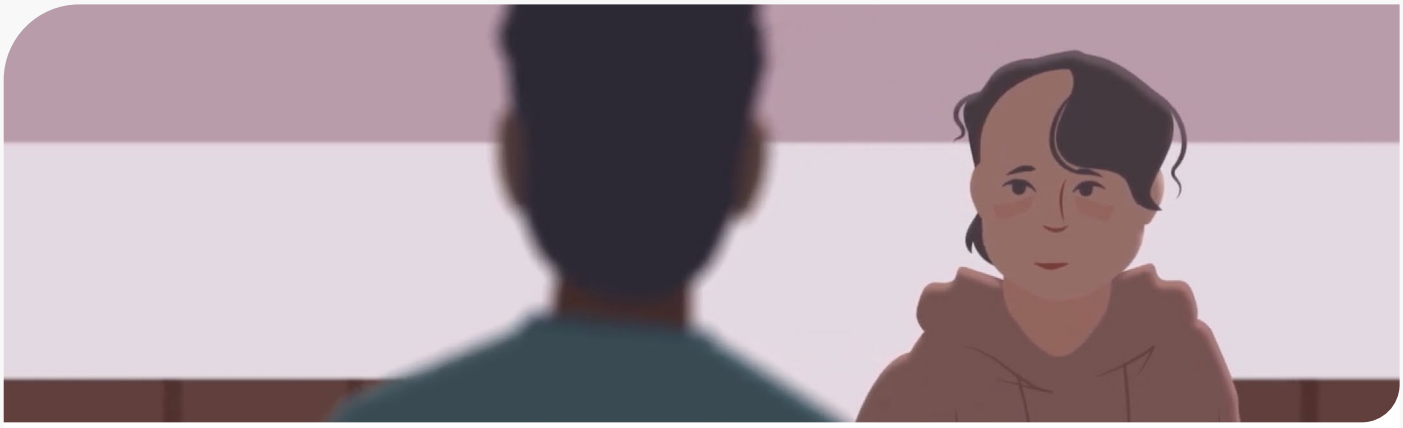
The unwavering commitment of our caseworkers to establishing trust with young Londoners has allowed us to bridge the gap of mistrust, creating a solid foundation for positive change.

By consistently demonstrating reliability, honesty, empathy and presence, our caseworkers have built strong, trusting relationships that enable young Londoners to feel supported and understood. This collaborative effort has empowered young Londoners to step forward with confidence, knowing they are not alone in their journey.

As we move forward, we remain committed to these principles, ensuring that every interaction is an opportunity to strengthen the trust that is essential for achieving lasting, positive outcomes.

Together, we will continue to guide young Londoners towards a brighter, safer future, built on the solid foundation of trust and mutual respect.

Discover more about the future of Safer London as we enter the first year of delivering a new violence and exploitation service for young Londoners and their families as part of an alliance partnership.



A YEAR OF YOUTH VOICE & PARTICIPATION

Meaningful participation is important to Safer London. It forms who we are and how we work and ensures that young Londoners' voices remain firmly at the heart of Safer London.

We're incredibly proud of the work we've done over the past year to actively involve young Londoners and parents/carers in shaping our services and support, as well as providing opportunites for them to contribute to the wider conversation around violence and exploitation.

Whether it is through Safer London research, our VIP youth participation programme, or via external partner projects - we're making sure their voices, experiences and opinions are heard, acknowledged and acted upon on.

LAST YEAR

15 young Londoners were part of Safer London's youth voice and participation programme - the Safer London VIPs

35 young Londoners trained in youth voice skills

13 young Londoners helped shape Safer London research projects

35 children and young people contributed to Safer London research as participants

38 adults contributed to Safer London research as participants

THE SAFER LONDON VIPS

Over the past four years, Safer London has been running a dynamic and impactful Youth Voice, Influence and Participation programme* - the Safer London VIPs.

The goal of this programme is to create meaningful opportunities for young Londoners to shape how we think, work, and operate, while ensuring they benefit from the experience. Whether gaining formal AQA qualifications, developing new skills, developing positve peer relationships, or building confidence, the VIP programme is designed to empower young Londoners.

The VIPs meet every other week, either in person or online. These sessions vary in format – sometimes it's just the group, while other times senior leaders or decision makers

Find out more about the Safer London VIPs

15
young Londoners engaged in the VIP programme

14 VIP group sessions took place over a 12 month period

15 1-2-1 sessions with VIPs to discuss their personal and professional development as part of their engagement in VIP activities.

6 group sessions included Safer London decision makers

Last year, during these sessions, the VIPs played a crucial role in:

- Contributing to Safer London's recruitment process
- Shaping London's violence and exploitation service for children and young people
- Providing input into the ongoing development of a digital youth hub
- Youth proofing resources and materials for young Londoners who access Safer London's services and support

*Safer London's youth voice and influence participation activities are facilitated by youth voice experts Participation People. This includes the planning, execution and running of the VIP programme.

At the close of last year, we took the opportunity to refresh our VIP cohort. We invited our existing members to either continue their involvement or move on to new opportunities. Three chose to stay, and we welcomed eight new members to the programme!

Refreshing the membership of a youth voice group is essential to ensure we bring in diverse perspectives and fresh ideas. This allows more young Londoners to contribute, keeps the programme dynamic and ensures a wide range of voices shape the future of Safer London.

↑ Cartoon images of the Safer London VIPs

The impact of the VIP programme is clear, not just for Safer London, but for the young Londoners who engaged.

At the end of the year ...

84% of VIPs reported gaining knowledge and transferable skills from their participation

89% felt their confidence had significantly improved through their involvement

98% stated they felt they had successfully represented the views of young people to Safer London

93% believed they had made an impact on decision making

94% of young Londoners felt valued during their time as VIPs

Discover last year's youth voice, participation and influence highlights ›

YOUNG LONDONER VIPS LEADING RECRUITMENT

Last year, the VIPs played a key role in recruiting new Safer London caseworkers and members of the safeguarding team. Together, they designed a safeguarding scenario to be used during a practical session with candidates. This scenario was based on the lived experiences of young Londoners accessing Safer London's services and support.

The scenario, along with a scoring matrix, was used to assess candidates. Three VIPs attended a recruitment day to take part in the practical session, evaluating the candidates' approaches and how they interacted with young people.

The VIPs found the experience insightful, gaining valuable knowledge about strategic processes, which they plan to highlight in their professional journeys. Three of the VIPs who took part earned AQA accreditation for their contributions, having met the criteria for formal recognition.

> "I'm really enjoying how you've structured your interview process; I think the safeguarding element involving young people was incredible!
>
> CANDIDATE

↑ The Safer London VIPs working on their interview task

YOUTH VOICE SHAPING LONDON'S VIOLENCE AND EXPLOITATION SERVICES AND SUPPORT

At Safer London we are committed to shaping our services around the voices of young Londoners. We're also committed to ensuring that they feed into the wider narrative, providing opportunities to do this in a meaningful and impactful way. It's essential that their voices are included in discussions so they can help shape solutions.

> "I don't really feel like we're listened to. Our voices aren't heard. The youth are the ones that need to be heard as they are the ones going through it.
>
> SAFER LONDON VIP

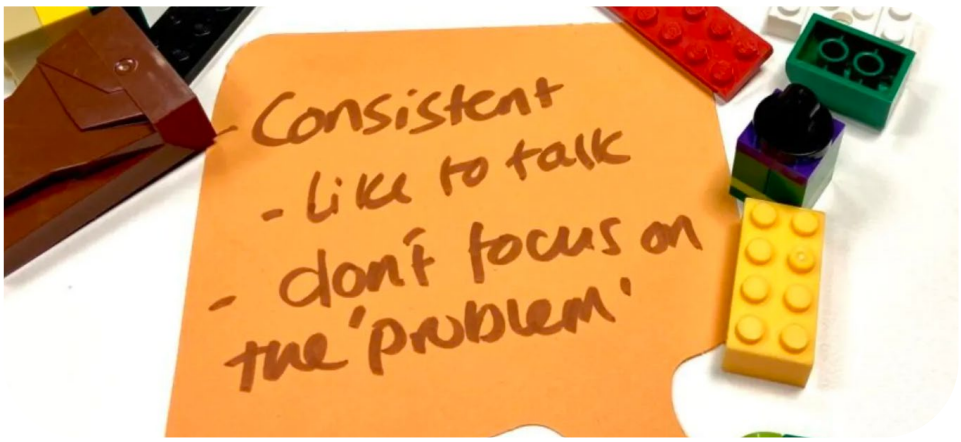
Last year we facilitated collaborative discussions with the Safer London VIPs and the Mayor of London's Office for Policing and Crime (MOPAC). MOPAC sought insights from young Londoners affected by violence and exploitation to inform a new service for children and young people.

When asked how they would spend £1 million to improve services, the VIPs highlighted several key areas:

- **Training for professionals and peers**
  Ensuring consistent, high-quality support, including training for young Londoners to help each other during tough times.
- **Specialist mental health support**
  Integrating emotional wellbeing services within organisations instead of relying on CAMHS, which they found to be slow and inadequate.
- **Employment pathways**
  Providing better access to long-term, secure job opportunities to foster positive futures.
- **Youth-led services**
  Designing support systems that are shaped by the needs and experiences of young Londoners.

The VIPs expressed concern that current support often highlights negative experiences rather than personal strengths. They emphasised what effective support should be:

- Consistent and reliable
- Positive and strength-focused
- Respectful and non-patronising
- Open and honest about their needs
- Available when it is need- for as long as it is needed



↑ The VIPs felt that to much of support focused on negative experiences and not personal strengths

The voices of young Londoners are vital in addressing the challenges they face and shaping the future of support services. Their insights, experiences, and opinions have been instrumental in informing MOPAC's new violence and exploitation service, ensuring it meets the real needs of those affected.

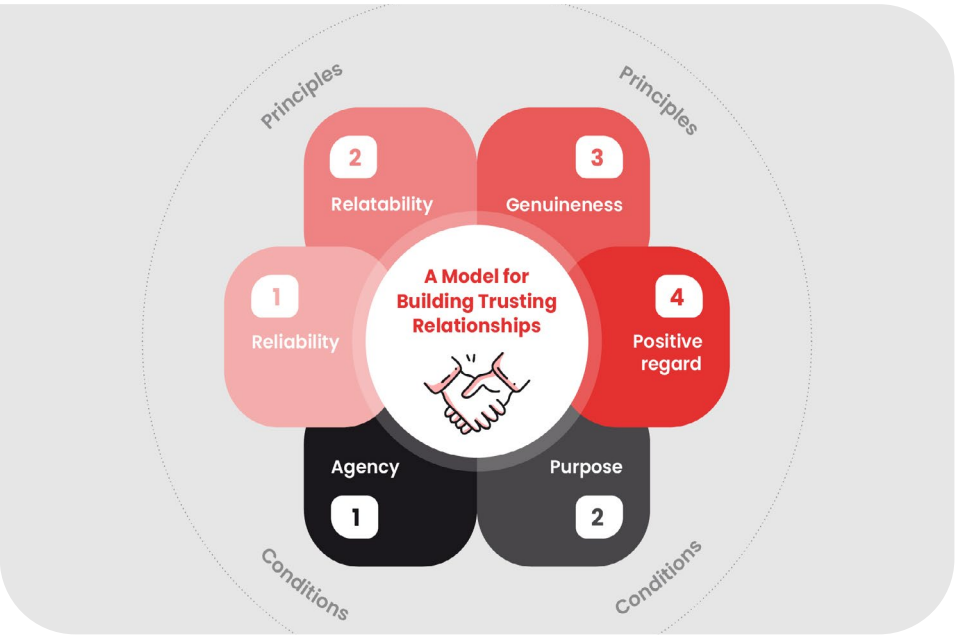
The insights from the consultation played a crucial role in shaping the commissioning of MOPAC's new Violence and Exploitation Support Service. This innovative service, funded at £5 million per year, is designed to support young Londoners and their families who have been impacted by violence and exploitation.

At Safer London, in collaboration with our partners, were committed to ensuring that the voices of young Londoners were heard and valued. Many of their perspectives from the consultation have been directly incorporated into the new service we now deliver as part of an Alliance partnership.

Find out about this new service and the role Safer London played in its development

YOUTH VOICE STEERING OUR PRACTICE

Following the commissioned evaluation by Safer London, a framework was developed as a tool for caseworkers to build effective trusted relationships with young Londoners. This framework identified four principles of building trust and two conditions.



↑ Trusted relationships framework

This framework was then taken to young Londoners through focus groups, allowing them to review and contribute their insights. A total of five participatory workshops were co-led by author Ciaran Thapar, CfEY's Head of Participation and Programmes Abi Angus, and youth worker Demetri Addison.

This provided the opportunity for the framework to be 'stress tested' by the experts – young Londoners. The framework was adjusted and adapted based on their opinions and discussion contributions.

Throughout the workshops, participants were also supported in creating an anthology of writing, illustrations, and creative expressions that reflected their unique perspectives on trust.

Read a young Londoner poem from the anthology

FRAGILITY OF TRUST

by Millie

If something is weak, weary
and is offered a solution, it is given hope

It imagines a world free of pain and problems,
and to be welcomed into peace

I was lifted up by your words,
where I floated on hope

I held my breath, waiting
for your promises to become a reality

I built a facade, a skeleton waiting for you
to support the structure

And when you did not fulfil your promises,
I continued to wait

I was floating higher and higher,
until I could no longer see reality

And then it hit me: it was never true

A pile of statements without backing
had been formed

You failed me: left me falling down
a facade without a structure

Left me crashing down
further than where I started

I was a puzzle of lost pieces, and rather than
connecting me like you promised, you cut
away the connections

Empty promises chipped away at my hope,
slowly taking away from me as a person,
breaking away from my hope to trust again

I believed the words that poured out of you,
alongside your smiling face

I took it as kind and trusting

Now it feels like deception

My panicked mind asks:

Was it me?
Am I incurable?
Am I the reason for their failure?

A trigger of their actions
leading to permanent damage

I have people to trust, people with reliability

But, to this day, there is still hesitation
each time I hear a solution, a promise.

Read the full anthology

A YEAR OF ENABLING SUCCESS

Driving forward and supporting our practice and service delivery are internal structures, processes and strategic enablers.

Pushing forward these strategic enablers are an effective and dedicated central resources team, whose remit covers HR, data, governance, finance, fundraising, learning and development and communications.

Although not working in direct practice, each member of the team works towards one goal – the effective safeguarding and welfare of young Londoners.

Some of the team's achievements last year:

- Spearheading Safer London's shift to a four-day working week organisation
- Developing and rolling out a new induction programme
- Building and launching the Safer London staff intranet
- Leading on and delivering successful bids, resulting in the securement of Safer London's service and support, as well as supporting innovative projects
- Ensuring that Safer London is protected against cyber-attacks by securing a new IT supplier and updating the team's hardware and software. Whilst also creating new bespoke data protection training.
- Further supporting our team development by rolling out new training on our e-learning platform Rise, which was accompanied by a comprehensive learning and development guide.

None of these achievements could have been possible without collaboration and support from the practice teams. Safer London strives to operate as one team, with everyone working together to achieve our organisational goals.

"

The central resources team are the backbone of Safer London, working together to drive efficiency, ensuring that every resource is used effectively to support our mission.

Together they identify and mitigate potential risks, ensure compliance with relevant laws and regulations, and provide strategic insights through timely and accurate data. By working in close collaboration with frontline staff, they support the organisation to bring in the necessary funds to maximise our impact and transform lives.

KATIE MITCHELL
Deputy CEO, Safer London

FOUR DAY WORKING WEEK

One of our most significant achievements last year was the successful transition to a four-day working week. This change was driven by our commitment to enhancing the wellbeing of our team. We recognised that a better work-life balance could lead to increased productivity, higher job satisfaction and overall improved mental and physical health for the Safer London team.

The journey towards implementing the four-day working week began with consultations. We engaged in open dialogue with our staff, seeking their input and understanding their concerns and aspirations. This collaborative approach ensured that the transition was smooth and aligned with the needs and expectations of our team.

In addition to staff consultations, we worked closely with one of our Trustees, as well as our legal counsel. Their expertise and guidance were invaluable in navigating the legal, logistical, and practical aspects of this significant change. Together, we developed a comprehensive plan that addressed potential challenges and ensured that the new working arrangement would be beneficial for both our employees, the organisation and most importantly – the young Londoners and families we work alongside.

> "
>
> **The four-day working week is a huge benefit and has really helped my work-life balance.**
>
> SAFER LONDON TEAM MEMBER
> Verbatim comment from Safer London 2024 staff survey

The shift to a four-day working happened in April 2024. Since then, team members report feeling more rested and motivated, and we have observed a positive impact on their overall productivity and creativity.

↑ Karen Green Stewart and Lashawna Stewart filming the Overlooked & Forgotten campaign film

OVERLOOKED & FORGOTTEN CAMPAIGN FILM

108,798
views

Overlooked & Forgotten is research aiming to explore what bereavement support is – or isn't – in place for those who have lost someone to youth violence related murder.

Spearheaded by bereaved parent Karen Green Stewart, who lost her son Lamar to youth violence in 2017, our aim is to develop a set of recommendations informing a bereavement model or approach for families, friends and communities affected by this type of tragedy.

To support recruitment of participants into the research, we created a campaign film.

Produced by Neck of the Woods films, the film's direction and narrative was steered by Karen and her Lamar's twin sister Lashawna Stewart, ensuring that their story was told the way they wanted it to be.

The film was shortlisted for an award in the 2024 Smiley Charity Film Awards.

Read the full report ›

This research project is a collaborative partnership between Safer London, UCL Psychoanalysis Unit and bereavement experts Child Bereavement UK, and is supported by Anna Freud. The report was released in September 2024.

"

When I met my worker she was always outgoing and always made sure I was comfortable no matter where we were or what we would converse about.

I really enjoyed the sense of comfort that came with all our sessions. I've learnt how to contain anger, how to motivate myself when things get tough and how to not give up on my survival.

YOUNG LONDONER
who accessed Safer London support

ACCOUNTABILITY: LOOKING BACK & LOOKING FORWARD

LOOKING BACK: REFLECTIONS

Self-reflection is incredibly important. It allows us to pull out valuable lessons from our past experiences, which helps shape our future direction.

It involves both recognising and celebrating our successes, as well as assessing areas that need further growth and improvement.

Each year, we establish three major goals and we hold ourselves accountable against those goals by looking back on them.

LAST YEAR'S GOALS

- Taking a closer look at the Safer London Front Door
- Formalising a set of behaviours to enhance service delivery and support
- Continuously reviewing the landscape in which young Londoners operate and swiftly adapting to emerging themes with agility

HOW WE PERFORMED AGAINST THE GOALS WE SET LAST YEAR

TAKING A CLOSER LOOK AT THE SAFER LONDON FRONT DOOR

The Safer London Front Door acts as a single point of entry for all young Londoners and families accessing Safer London's support and services.

Our goal with the Front Door was always to create an effective and efficient way of processing and screening referrals, in a way that benefited those that matter the most – the young Londoners, parents and carers accessing our service and support.

Last year, we committed to carrying out a review of the Front Door to determine if it is truly an effective pathway. Understanding the value of an outside perspective we comissioned an external review. From this evaluation we have identified future areas of focus:

- Develop a youth friendly referral pathway into our services. We will work alongside the Safer London young Londoner VIPs to achieve this.
- Implement effective methods of tracking referrals that will enable meaningful analysis. This includes where referrals weren't accepted into Safer London.
- Explore proactive methods of promotion of Safer London's services and support.

FORMALISING A SET OF BEHAVIOURS TO ENHANCE SERVICE DELIVERY AND SUPPORT

Last year, we successfully developed and implemented our first Behaviours Framework.

This framework was created through a collaborative effort with the entire team, ensuring it reflected the insights and views of everyone who is a part of Safer London.

Our Behaviours Framework is closely linked to our values, ensuring that our actions and decisions consistently reflect what we stand for as an organisation, creating a value-driven culture across Safer London.

It is now fully embedded within our performance review process, providing a clear understanding of the effective behaviours required at various levels within the organisation.

It runs alongside significant improvements we have made in our people management processes, which include enhancements in case management discussions, as well as a stronger focus on Equity, Diversity, and Inclusion (EDI) and intersectionality.

CONTINUOUSLY REVIEWING THE LANDSCAPE IN WHICH YOUNG LONDONERS OPERATE AND SWIFTLY ADAPTING TO EMERGING THEMES WITH AGILITY

Being agile and responsive to emerging themes is essential when developing services for children and young people affected by violence and exploitation.

When we noticed a significant gap in our service delivery and support, we set out to take action.

When looking at our data we realised that many young Londoners accessing Safer London's services were neurodivergent or had Special educational needs and disabilities (SEND), whether formally diagnosed or not.

We recognised the need to create impactful, responsive, and tailored interventions to genuinely address the challenges faced by this demographic.

In response we created and recruited to two new roles whose focus was to work specifically with young Londoners with SEND. One with a focus on violence and exploitation, the other on Harmful Sexual Behaviours. These caseworkers have expert knowledge and experience of working alongside children and young people with SEND, knowledge that they share with their colleagues via weekly drop-in surgeries.

Furthermore, they have been leading an internal team working to obtain an Autism Inclusion Award.

"

I get to work with brilliant personalities every day and I can make an actual difference to young Londoners' lives.

LEE
Expert Neurodiversity Caseworker, Safer London

LOOKING AHEAD: FUTURE GOALS

Setting organisational goals for the next year is essential for Safer London's growth.

By establishing specific objectives, we can prioritise, streamline decision-making, and allocate resources effectively.

This strategic planning enhances accountability, motivation, and impact, driving progress and achieving our mission in the year ahead.

THIS YEAR'S GOALS

- Build sustainability and growth into Safer London's youth voice and influence programme
- Evaluate Safer London's approach to extremism as a form of exploitation
- Explore options for evaluation and research supported by young peer researchers

HOW WE WILL ACHIEVE OUR GOALS HEADING INTO NEXT YEAR

BUILD SUSTAINABILITY AND GROWTH INTO SAFER LONDON'S YOUTH VOICE AND INFLUENCE PROGRAMME

Safer London has a thriving youth voice programme, with an active group of young Londoners - the Safer London VIPs - spearheading meaningful conversations and activating change both within and outside of Safer London.

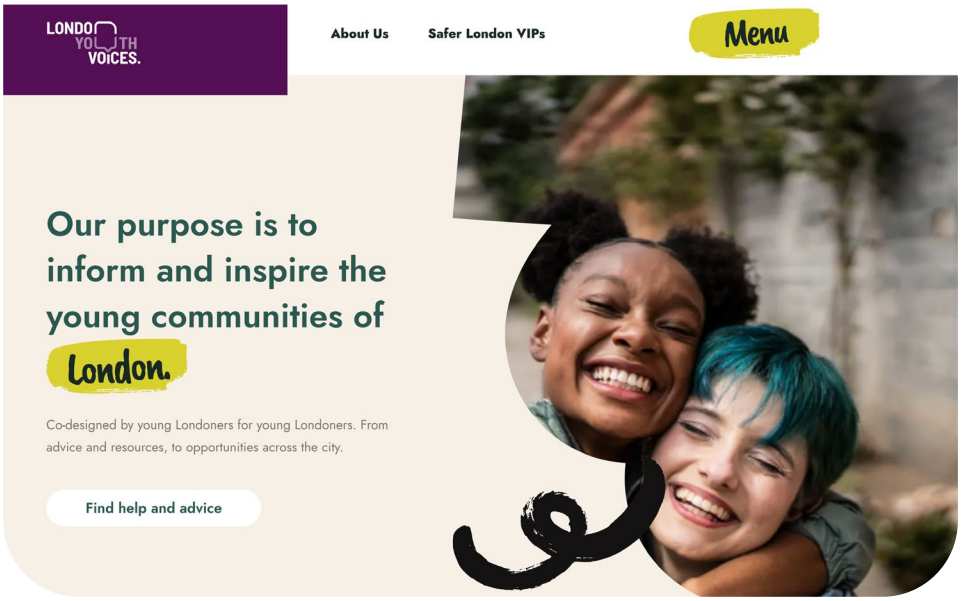
We want to make sure that this programme continues to grow and that all young Londoners - whether they are part of the VIPs or not – have platforms and mechanisms where they can share their voices, experiences and opinions.

A big focus for the next year will be to further embed youth voice and participation throughout the organisation, moving this work to sit directly within our practice teams.

The aim is that everyone at Safer London will look at their work with a participation lens, proactively creating opportunities for youth voice in what they do.

Secondly we aim to launch a digital youth hub*. An online space where young Londoners can go for advice and support, as well as share their own experiences.

Furthermore, the youth hub will be used by Safer London caseworkers in their interventions, as a tool for pointing to resources and signposting to further support.



↑ Safer London's digital youth hub London Youth Voices

* Safer London's digital youth hub London Youth Voices launched in September 2024.

"

We are excited to launch a digital space for young Londoners, designed by young Londoners themselves.

This project is a true collaboration between our communications and participation teams, and most importantly, the Safer London young champion VIPs.

Our goal is to create a platform where young Londoners can access information, advice, and guidance, while also sharing their own experiences to inspire and support their peers.

HELEN GREEN
Marketing and Communications Manager, Safer London

EVALUATE SAFER LONDON'S APPROACH TO EXTREMISM AS A FORM OF CHILD EXPLOITATION

Over the past few years, Safer London has identified extremism as a growing threat among young Londoners. At its core, the radicalisation of young Londoners is simply another form of exploitation. Radicalisation is complex, but it starts the same way as other forms of exploitation - by preying on vulnerabilities and trauma.

Last year we partnered with Exit Hate to establish a specialist caseworker role focused on extremism and radicalisation. This role was designed to work closely with our teams to develop an effective approach to working with young Londoners who are at risk of, or have been, radicalised.

Over 12 months this specialist worker focussed on three areas to develop our approach to working with young Londoners impacted by extremism.

Manual, Policy and Procedures

We amended caseworker processes and created escalation documents to address radicalisation concerns promptly and effectively.

Support Tools

The specialist worker developed resources to help caseworkers recognise signs of radicalisation and support difficult conversations with young Londoners at risk. This included session plans and tailored questions for interventions to address individual needs and circumstances, as well as resources that address the intersection of online gaming and extremism.

Training and Workshops

Workshops and training sessions for the Safer London team, as well as families, were developed. This legacy peice of work aims to equip attendees with the knowledge and skills to counteract extremism.

Although what we achieved last year will support the Safer London team to more confidently navigate the landscape of extremism, we know more needs to be done. Looking to the future we want to focus on strengthening our approach, as well as share our learnings with others.

We will achieve this by:

Establishing collaborative networks

We understand there are differing areas of extremist thoughts and ideologies, and that these thoughts can grow in young Londoners - in particular the growing rise in harmful misogynistic ideologies amongst young males. We want to build an approach that covers all forms of extremism and harmful ideologies. By building our collaborative networks we can further understand the nuances of extremism ideologies and ideas and in turn better equip our team to handle them.

Enhancing knowledge of radicalisation in the contextual space

Online gaming platforms and social media have been identified as potential platforms for radicalisation, with young people frequently being exposed to and indoctrinated into extreme ideologies. As online spaces continue to evolve, it is vital we remain vigilant in understanding and addressing the complex dynamics at play. We will continue to investigate the growing trends of radicalisation in online spaces, ensuring the safety and wellbeing of young Londoners vulnerable to the influences of radicalisation and extremism.

Expand community engagement initiatives

We will continue our proactive approach to engaging with local communities, listening to their concerns, and involving them in the development and implementation of services and support. Strengthening these connections will not only foster trust but also ensure that interventions are tailored to the specific needs of each community.

Collaborate with stakeholders

We will build strong partnerships with local authorities, criminal justice agencies, schools, businesses, and other stakeholders.This is crucial for creating a cohesive and comprehensive approach to safety. We will actively seek opportunities for collaboration, sharing resources, expertise, and best practices to maximise their impact.

EXPLORE OPTIONS FOR EVALUATION AND RESEARCH SUPPORTED BY YOUNG PEER RESEARCHERS

At Safer London we understand the important role peers play in young Londoners' lives and we're committing to harnessing the positive influence of peers.

Moving into the future we are supporting research which looks specifically at love and protection within peer relationships and its potential to inform practice.

A strong support system is essential in navigating life's challenges. Friends play a crucial role in adolescence. Strong social networks and positive friendships enhance self-esteem, confidence and resilience while reducing the risk of social isolation, depression and other mental health issues.

When looking at children and young people affected by violence and exploitation traditionally, peer relationships have been examined through a lens of risk, often resulting in increased surveillance and criminalisation, particularly for marginalised youth. This perspective neglects the protective potential of peer relationships. It's crucial to reframe peer relationships as sources of safety rather than risk.

Safer London's Director of Practice is currently carrying out PhD research, supervised by Professor Carlene Firmin and Dr Hannah King, focusing on love and protection in peer relationships.

This research, in collaboration with Safer London, aims to develop a co-produced study with 'Young Researchers' – a group of young people affected by exploitation and violence, ensuring their voices shape understanding and practices.

The goal is to promote strength-based safeguarding practices that leverage the protective power of peer relationships.

"

To challenge this risk-focused lens on friendships and pee relationships I have decided to undertake post graduate research to explore these issues.

Safer London will be a collaborative partner in this research. The ambition is to develop a co-produced piece of research with children and young people who are impacted by exploitation and violence, and who are so often excluded from knowledge generation.

Their voice and experience will help shape the design and delivery of the research to help us to better understand the role peer relationships can play in safeguarding adolescents and hopefully tip the lens towards more strength-based safeguarding practice with peers.

YOUNG LONDONER
who accessed Safer London support

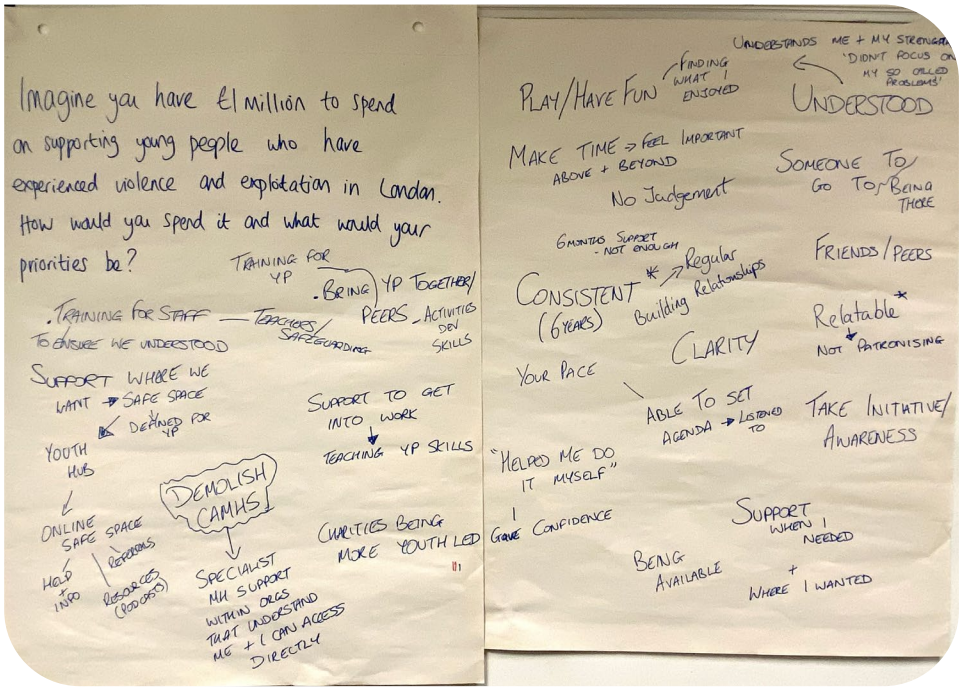
WHAT'S NEXT FOR SAFER LONDON

At Safer London, we've been heavily involved in shaping a new service that addresses the needs of young Londoners and families affected by violence and exploitation.

Over the past year, we participated in a process led by the Mayor's Office for Policing and Crime (MOPAC), attending a series of workshops that brought together voluntary and statutory organisations from across London. These workshops provided a platform for us to influence the development of a new violence and exploitation service, ensuring they reflect the real needs of young Londoners and their families.

Through these workshops, we advocated for safeguarding to be at the heart of the new service, ensuring both young Londoners and their families are supported and protected.

Our engagement with young Londoners was central to this process, especially through the involvement of the Safer London VIPs. Their voices and lived experiences helped shape how we approached the design of the service, ensuring it was grounded in the realities faced by those impacted by violence and exploitation.



↑ The Safer London VIPs shared their thoughts on what services for young Londoners affected by violence and exploitation should look like

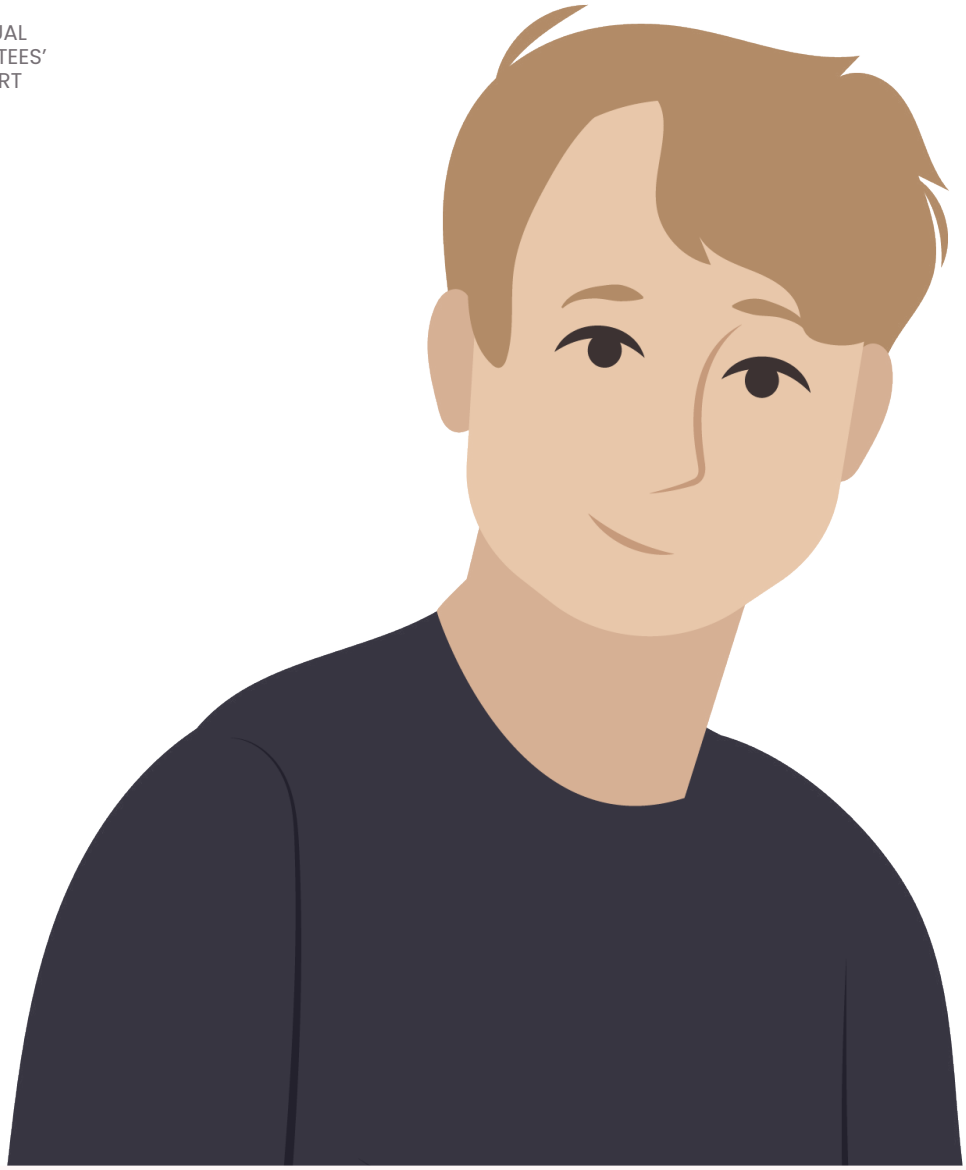
In collaboration with our partners - St Giles Trust, New Horizon Youth Centre and Anna Freud - we worked to co-develop a service that provides comprehensive, trauma-informed support for young Londoners and their families. Our focus was on creating a service that empowers young Londoners to take control of their own journey, while surrounding them with skilled professionals who can provide tailored assistance for their unique needs.

This service, built on the AMBIT "team-around-the-worker" model, will enable caseworkers to build trusting relationships with young Londoners and ensure they receive the right support at the right time. By minimising the need for young Londoners to repeatedly share their stories with multiple professionals, we aimed to create a supportive and seamless process, not just for them but for their families as well.

At Safer London, we are proud of the role we played in shaping this service, which is grounded in safeguarding, collaboration, and the direct input of young Londoners and their families. We believe this partnership will help us support more young people and their families in building positive futures, free from violence and exploitation.

Find out about this new service and make a referral on the Safer London website.

The service commenced in June 2024 and is funded by the Mayor's Office for Police and Crime for five years (2024/5-2026/7) as part of the mayor's wider commitment to reduce and prevent violence and exploitation and protect children and young people from being exploited or harmed as part of the Police and Crime Plan 2022-25.



"

My worker was very supportive in guiding me to how to deal with different things. I felt like I could be open and share any worry or support that I needed with them.

I know what to do and how to relax if I am stressed out. When I am stressed I know I need a moment to myself to feel better - I know now that going to the park for a short walk helps.

I feel really good about receiving support from Safer London. I have a different view of services now because I never thought I would get the support that I did from Safer London, so this has helped me to have an open mind about other services. I can easily open up and share information with other services now because my worker made me feel more confident.

YOUNG LONDONER
who accessed Safer London support

THANKS AND ACKNOWLEDGEMENTS

The Safer London Senior Leadership Team and Board of Trustees want to extend their thanks to all of our partners, funders and supporters who allow us to continue our work, ensuring young Londoners have the future they deserve.

What we achieved last year wouldn't have been possible without the support and dedication of the incredible Safer London team.

Our biggest thank you is to the young Londoners and families we worked alongside, whose tenacity, resilience and dedication amazes us every day - for being willing to trust us we thank you.

Safer London supporters, funders and partners

↑ Safer London fundraiser Viola and her partner after completing the Paris half marathon

FUNDRAISER SPOTLIGHT

VIOLA TAKES ON THE PARIS HALF FOR YOUNG LONDONERS

Having recently moved to London, Viola realised the importance of a safe environment for young Londoners. This motivated her to support Safer London by running the Paris Half Marathon in March 2024.

During her training Viola mapped out all the routes in central London where she felt safe running before sunrise and after sunset hoping to make it easier for everyone to enjoy being active while feeling safe.

> "Being a young person in this vibrant city, I understand the importance of a safe environment for personal growth.
>
> VIOLA
> Safer London Fundraiser

Make a difference, start your fundraiser today!

SUPPORTERS AND FUNDERS

- Barrow Cadbury Trust
- City Bridge Trust
- Esmée Fairbairn Foundation
- Help for Children UK
- The London Community Foundation
- Mayor's Office for Policing and Crime (MOPAC)
- The Ministry of Justice (MoJ)
- NHS South East London ICB
- Paul Hamlyn Foundation
- Vanguard Group Foundation
- The many schools and individuals who fundraised to support our work.

PARTNERS AND COLLABORATORS

- Anna Freud
- Catch 22
- Child Bereavement UK
- Code 7
- Exit Hate UK
- Karen Green Stewart
- KIKIT
- Participation People
- University of Sussex School of Education and Social Work
- UCL Psychoanalysis Unit
- WAGN

ABOUT SAFER LONDON

Safer London works with young Londoners and families affected by violence and exploitation.

Through specialist one-to-one intervention, we are supporting young Londoners to move onto the positive futures they deserve. We put young Londoners at the centre of their support, focusing on them and their needs. By building strong, trusting relationships we gain an insight into their world, begin to understand what they need and together we find the best ways to keep them safe.

Understanding young Londoners' lives are shaped by the world in which they live, we work not only with them and their families, but also their peer networks and directly within the communities and places where they live and spend their time. We are committed to learning, innovating, and delivering high quality, evidence-based support.

With a footprint in every borough in London, we build trusting, professional partnerships to embed our approaches and work towards achieving our vision of a city that is safer for all young Londoners who live here.

Safer London is a registered charity in England and Wales No. 1109444; and a company limited by guarantee No. 5190766. www.saferlondon.org.uk

REPORT CREDITS

Report Design: Safer London

Report Illustrations: Charlie Emsley Neck of the Woods Films

Icons: Flaticon.com

GET IN TOUCH

To discuss potential partnerships or to commission our services, please email bd@saferlondon.org.uk

If you'd like us to speak at your event or conference please email communications@saferlondon.org.uk

Information on our services, including criteria and how to make a referral, can be found on our website www.saferlondon.org.uk

For general enquiries please email info@saferlondon.org.uk

INDEPENDENT AUDITOR'S REPORT

SAFER LONDON'S FINANCIAL POSITION AT THE END OF THE REPORTING PERIOD

Our income in 2023/2024 was £3,829,949 This was approximately £70,000 less than budgeted and £199,082 less than our annual target. Our focus continued to be on consolidation rather than significant growth, as planned. However, the activity and resource required to execute one of our key strategic priorities - securing an existing contract that was being recommissioned - took significant amounts of resource due in part to the unique and new way this contract was commissioned. This increase in time spent on this work impacted on our ability to secure additional income in year particularly from Trusts and Foundations.

We started the year with a total of £3,727,119 of secured income and generated £102,830 in year. We deferred a total of £58,111 to 2024/2025. This increase in funds was due to securing increased investment in our delivery, in response to additional demand for our service and in order to respond to new and evolving needs that were emerging through practice.

2023/2024 income is a 5.4% increase on the income raised in 2022/2023 (£3,632,726). At the same time expenditure increased by 1.2% to £3,632,951 (2022/2023: £3,591,512).

Safer London receives occasional donations from individuals or small groups who have raised funds in aid of our work, as well as donations and in-kind assistance from private sector supporters. However, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations.

RESERVES POLICY

Safer London has a reserves policy specifically to support its aims to hold sufficient reserves to:

- enable normal operating activities to continue for a specific period should a shortfall in income occur;
- take account of potential risks and contingencies that may arise from time to time, such as when projects overrun or unplanned events occur;
- acknowledge that there will be times when the size of the business cannot scale back sufficiently in line with contracts lost, since to do so would result in the loss of key personnel which would in turn limit Safer London's ability to operate effectively to meet its charitable purpose or grow in the future;
- maintain a presence in the sector;
- cover any known liabilities such as rental agreements which cannot be immediately scaled back in line with changes to the size of the business; and
- ensure an orderly close-down of the business if required.

As a result of the process set out above and acknowledging the challenging external environment, the Board of Trustees believes that a target reserves range of £360,000-£600,000 meets the charity's needs.

RESERVES POLICY CONT

Finally, the Reserves Policy states the following in relation to the desired levels of reserves for Safer London:

The actual level of reserves as of 31 March 2024, as reported in this annual report and financial statements, was £1,003,476 which is above our reserves range as presented in the current Reserves Policy.

Due to the expected recommissioning of some of Safer London's services it had been agreed to maintain the levels of reserves above the current policy range during this period of uncertainty. This enabled Safer London to confidently manage any potential liabilities. This recommissioning concluded in June 2024 with a successful outcome for Safer London. The policy is now being reviewed as required and the following steps will be taken to maintain the agreed level of reserves:

- appropriate internal investment in the charity's future development;
- investing reserves as appropriate in line with our Investment Policy.

Whilst reserves are currently above the range set out above, we will continue to apply the following principles to ensure reserve levels are maintained:

- continue to secure sufficient income to fund our activities, and only commit to new activities where we are confident sufficient funding can be secured, based on our full-cost recovery methodology;
- aim to diversify funding via plans set out in the income generation plan;
- pursue an income generation plan that seeks to both fund delivery aspirations and generate unrestricted surplus to maintain them.

SAFER LONDON'S ABILITY TO CONTINUE AS A GOING CONCERN

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period to 2 June 2027 to enable the organisation to continue as a going concern.

The budget for 2024/2025 shows a balanced budget with expenditure matching income and cash flow forecasts show a positive cash position at 31 March 2025 of £913,087 with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of free reserves as of 31 March 2024 was just over £1m, which is above the reserves range as presented in the current Reserves Policy. Safer London have sought to maintain increased reserves due to an ongoing tender process.

INVESTMENT AND TREASURY MANAGEMENT POLICY

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the charity on a day-to-day basis, will keep most available funds in low-risk bank deposits, despite the poor interest returns on such deposits. This is to preserve healthy cash flow and contingency. The investments aim to preserve the capital value with a minimum level of risk.

The policy does go further and allows higher risk investment, where Safer London has enough investments to spread risk effectively and maintains quick access to a proportion of funds as described above.

This policy will remain in place until such time as unrestricted reserves, after appropriate internal investment in the charity's future development, reach a level where options offering higher returns – although with associated increase in risk that comes with a broader spread of investment options - can be considered.

FUNDRAISING STATEMENT

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that are contrary to our overall aims.

These include companies, organisations or individuals who directly block or actively work against young people both in the UK and overseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

We fund our work through services delivered on behalf of statutory agencies and we seek funding for our work from institutional donors and grant-giving trusts. We also advertise opportunities to fundraise in aid of Safer London on our website and social media. Where we receive donations from the public, they are usually processed through accounts with reputable online platforms such as Just Giving.

Safer London makes it clear on our website how complaints can be made about any aspect of our activity. We received no complaints in relation to our fundraising activity this year.

All fundraising is carried out by employees of Safer London. This year we did not employ professional fundraising agencies or any other third parties to fundraise on our behalf.

The charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we have not bought any data lists, and we never sell our supporters data. We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

The charity adheres to the standards in compliance with the Code of Fundraising Practice. Fundraising activities are led by the Head of Business Development and are monitored by the wider Senior Leadership Team.

The Trustees are involved in setting the charity's approach to aising funds, and regular reporting to the Trustees provides assurance that our activities follow this approach in practice and reflect the charity's values.

PAY POLICY FOR KEY MANAGEMENT PERSONNEL AND SENIOR STAFF

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff.

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

The CEO pay is defined on an agreed 5 point pay scale which forms a part of the overall organisational pay and grading structure.

Regular, independent benchmarking of pay bands for charities of a similar size is undertaken alongside a benefits review.

Roles are evaluated in line with our Job Evaluation scheme. Job Evaluations are carried out by a panel of senior staff trained as job analysts.

RECRUITING AND APPOINTING NEW CHARITY TRUSTEES

Our Trustees are responsible for setting the strategy and delivery objectives of Safer London. In accordance with the Articles of Association the minimum number of Trustees at any one time is three. There is no maximum number.

Trustees are appointed by resolution of current Trustees and, at each Annual General Meeting, one third of the Trustees must retire from office. If the number of Trustees retiring for their own reasons does not come to a third of their number, then the appropriate number of those who have served the longest will be asked to retire. They may be re-appointed by ordinary resolution, if they indicate that they wish to re-stand for the Board.

Candidates for Trustee roles go through a robust application, recruitment and selection process. They are also vetted through DBS.

Once appointed, new Trustees are given a formal programme of induction which includes safeguarding training aligned with the charity's core activities. Further opportunities for training, both internal and external, are provided to each trustee during their term of office as appropriate.

The Trustees consider that the Board of Trustees, who are the charitable company's Directors, and the Senior Leadership Team (SLT) comprise key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis.

All Trustees give their time freely and no Trustee received remuneration in the year 2023-2024.

RISK MANAGEMENT

Safer London issued a Risk Management Policy in 2018 and this was last updated in May 2024. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Safer London has a Risk Management Subgroup which meets at least four times per year. This group is made up of the Deputy CEO, the EA to the CEO, the Head of Safeguarding & Quality Practice and the Deputy Head of Practice. A Trustee is invited to join meetings according to availability. Other managers that are regularly invited include the Head of Business Development and the Information, Governance & IT Manager (who maintains a separate risk register).

The Risk Management Subgroup reviews current risks and conduct horizon scanning to ensure awareness of potential risks and developments that may impact on the organisation.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise. For each risk identified Safer London looks at existing controls that already seek to reduce the negative effect of the risk (mitigation) or the likelihood of it occurring. In addition, further actions are identified as part of the risk management subgroup. SLT focuses on risk to ensure that we continually seek to mitigate the risks posed to the organisation.

Significant – red - risks (score of 15+) are shared with the Board at each quarterly Board meeting. Red risks are reviewed by the Risk Subgroup at each meeting and recommendations for mitigations shared with SLT. The Corporate Risk Register is reviewed in its entirety by the Risk Subgroup on a regular basis and in its entirety by SLT quarterly.

It is reviewed in full by the Board once a year.

Examples of key non-financial risks on the register include:

- Children, young people and families working with employees working for Safer London experience significant harm or an incident which triggers the Need-to-Know policy, which may result in reputational damage, possible intervention from statutory or regulatory bodies, further operational risk, and the loss of employees due to the emotional impact. [Operational risk]

- Failure to recruit and retain appropriately skilled staff, which could result in a loss of contracts if not mobilised within the timescale, could increase the costs associated with training staff, result in higher turnover and potential safeguarding risk. [Operational risk]

- Failure to comply with legislation/guidance e.g. Charities Act, GDPR/Data Protection Act, Health & Safety, employment legislation which could lead to fines, tribunals, loss of contract, reputational risk. [Compliance risk]

INSURANCE COVER

The charity purchases insurance to cover its Trustees against their costs in defending themselves in civil legal proceedings taken against them in that capacity and in respect of damages resulting from the unsuccessful defense of any proceedings.

During the period under review Safer London held Professional Indemnity and Crisis Management cover provided by Hiscox.

Separate Cyber Insurance is provided by CFC. For all other aspects of Safer London operations including building, contents and assets a policy is provided by Aviva.

TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Safer London for the purposes of company law) are responsible for preparing the Trustees' 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 year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to 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 charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TRUSTEES' RESPONSIBILITIES CONT

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.

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or key staff member of the charity and an external funder or provider of goods or services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. This is done via an annual declaration of any such transaction as well as in-year disclosures as appropriate.

STATEMENT AS TO DISCLOSURE TO OUR AUDITORS

Insofar as the Trustees are aware at the time of approving this Trustees' annual report there is no relevant information of which the charitable company's auditor is unaware, and 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 auditor is aware of that information.

This report was approved by the Trustees on 4th december 2024 and signed on their behalf by:

Janine McDowell, Chair.

OPINION

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 the charitable company's 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 annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. 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' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the Trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

RESPONSIBILITIES OF TRUSTEES

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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 is detailed below:

- the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation); and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS CONT

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of key management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
- To address the risk of fraud through management bias and override of controls, we:
- performed analytical procedures to identify any unusual or
- unexpected relationships;
- tested and reviewed journal entries to identify unusual transactions;
- tested the authorisation of expenditure, ensuring expenditure was approved in line with the charitable company's financial procedures;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.
- In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at www.frc.org.uk/auditorsre-sponsibilities. 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.

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.

Katharine Patel (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

20 December 2024

FINANCIAL STATEMENTS

FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL ACTIVITIES YEAR TO 31 MARCH 2024 (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Income from:							
Donations and legacies	1	12,827	-	12,827	59,816	60,000	119,816
Charitable activities	2	209,260	3,607,862	3,817,122	36,038	3,476,872	3,512,910
Total income		**222,087**	**3,607,862**	**3,829,949**	95,854	3,536,872	3,632,726
Expenditure on:							
Raising funds	3,4	25,089	78,278	103,367	54,640	106,937	161,577
Charitable activities	3.4	-	3,529,584	3,529,584	-	3,429,935	3,429,935
Total expenditure		**25,089**	**3,607,862**	**3,632,951**	54,640	3,536,872	3,591,512
Net income and net movement in funds		**196,998**	**-**	**196,998**	41,214	-	41,214
Reconciliation of funds:							
Funds brought forward at 1 April 2023	12	**806,478**	**-**	**806,478**	765,264	-	765,264
Funds carried forward at 31 March 2024	12	**1,003,476**	**-**	**1,003,476**	806,478	-	806,478

All income and expenditure derives from continuing operations.

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

The notes on pages 84 to 92 form part of these financial statements.

BALANCE SHEET 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	9		**4,312**		13,484
Current assets					
Debtors	10	**435,381**		827,499	
Cash at bank and in hand		**896,867**		726,863	
		1,332,248		**1,554,362**	
Liabilities					
Creditors: amounts falling due within one year	11	**(333,084)**		**(761,368)**	765,264
Net current assets			**999,164**		792,994
Total net assets			**1,003,476**		806,478
The funds of the charity					
Restricted funds	12		**-**		-
Unrestricted funds	12		**1,003,476**		806,478
			1,003,476		806,478

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

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

The financial statements were approved by the Trustees of Safer London, Company Registration Number 05190766 (England and Wales), and signed on their behalf by:

Chair - Janine McDowell
Approved on: 4th December 2024

STATEMENT OF CASH FLOWS YEAR TO 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	**170,004**	153,353
Cash flows from investing activities			
Purchase of tangible fixed assets		-	(4,850)
Net cash (used in) investing activities		-	(4,850)
Net increase in cash and cash equivalents		**170,004**	148,503
Cash and cash equivalents at 1 April 2023	B	**726,863**	578,360
Cash and cash equivalents at 31 March 2024	B	**896,867**	726,863

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2024

A. Reconciliation of net movements in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per statement offinancial activities)	**196,998**	41,214
Adjustments for:		
Depreciation charges	**9,172**	9,040
Decrease in debtors	**392,118**	58,870
(Decrease) Increase in creditors	**(428,284)**	44,229
Net cash provided by operating activities	**170,004**	153,353

B. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash at bank and in hand	**896,866**	726,863
Total cash and cash equivalents	**896,867**	726,863

C. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	726,863	170,004	**896,867**
Total	726,863	170,004	**896,867**

A statement of net debt has not been presented above as the charity held no debt during the year.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

BASIS OF PREPARATION

These financial statements have been prepared for the year to 31 March 2024 with comparative information provided in respect to the year to 31 March 2023.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

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

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements are presented in sterling and are rounded to the nearest pound.

CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates. The key items in the financial statements where these judgements and estimates have been made comprise:

- estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation charge;
- determining the basis for allocating support costs;
- assessing the charity's ability to continue as a going concern (see below).

GOING CONCERN

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2024 to 31 December 2025 to enable the organisation to continue as a going concern.

GOING CONCERN CONT

If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2024/2025 shows as a balanced budget and cash flow forecasts show a positive cash position of 31 March 2025 of £913,087 with the charity's latest set of management accounts showing we are on track to achieve this.

The commissioning of the MOPAC funded London CYP Violence and Exploitation Support Service concluded at the end of FY 2023/24 with the Safer London, New Horizon Youth Centre, St Giles Trust and Anna Freud Centre Alliance being successfully awarded the contract. This successful recommissioning has secured significant longer-term income of over £9.5m for Safer London between FY 2024/25 to 2027/28.

The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing these financial statements.

INCOME

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from grants and contracts are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

EXPENDITURE

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include, HR support, IT infrastructure and support, governance costs and administration.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

Expenditure on raising funds includes all expenditure associated with generating fundraised income, as well as any associated support costs.

Termination benefits, included redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be measured reliably. All expenditure is inclusive of irrecoverable VAT.

TAXATION

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

TANGIBLE FIXED ASSETS AND DEPRECIATION

Tangible fixed assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

- Leasehold improvements - Over the life of the lease
- Fixtures and fittings - 33%
- Computer equipment - 33%

DEBTORS

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

CASH AT BANK AND IN HAND

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

LIABILITIES AND PROVISIONS

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

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

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

FINANCIAL INSTRUMENTS

The charity holds only basic financial instruments. The financial assets and liabilities of the charity are as follows:

Financial assets - Trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 10. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value, as presented on the balance sheet.

Financial liabilities - Trade creditors, other creditors and accruals are basic financial instruments, and are measured at amortised cost as detailed in Note 11. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver charitable services rather than cash or another financial instrument.

OPERATING LEASES

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

PENSIONS

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for the service.

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

FUND ACCOUNTING

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

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

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024

1. Income from donations and grants

	Unrestricted funds £	Restricted funds £	**Total funds 2024 £**
Donations	12,827	-	**12,827**
Grants	-	-	**-**
	12,827	-	**12,827**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2023 £*
Donations	*54,996*	*-*	*54,996*
Grants	*4,820*	*60,000*	*64,820*
	59,816	*60,000*	*119,816*

2. Income from charitable activities – by type

	Unrestricted funds £	Restricted funds £	**Total funds 2024 £**
People	162,286	2,797,984	**2,960,270**
Peers	35,280	608,266	**643,546**
Places	11,694	201,613	**213,306**
	209,260	3,607,862	**3,817,122**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2023 £*
People	*27,762*	*2,678,412*	*2,706,174*
Peers	*6,425*	*619,887*	*626,312*
Places	*1,851*	*178,573*	*180,424*
	36,038	*3,476,872*	*3,512,910*

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

3. Analysis of expenditure on charitable activities – by fund

	Unrestricted funds £	Restricted funds £	**Total funds 2024 £**
Raising funds	25,089	78,278	**103,367**
Support and Out-reach	-	3,529,584	**3,529,584**
	25,089	3,607,862	**3,632,951**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2023 £*
Raising funds	*54,640*	*106,937*	*161,577*
Support and Out-reach	-	*3,429,935*	*3,429,935*
	54,640	*3,536,872*	*3,591,512*

4. Analysis of expenditure on charitable activities – by type

	Activities undertaken directly £	Support Costs £	**Total funds 2024 £**
Raising funds	74,973	28,394	**103,367**
Support and Out-reach	2,647,851	881,733	**3,529,584**
	2,722,824	910,127	**3,632,951**

	Activities undertaken directly £	*Support Costs £*	*Total funds 2023 £*
Raising funds	*110,323*	*51,254*	*161,577*
Support and Out-reach	*2,522,944*	*906,991*	*3,429,935*
	2,633,267	*958,245*	*3,591,512*

5. Analysis of direct costs

	Total 2024 £	Total 2023 £
Direct staff costs	**2,338,376**	2,094,424
Direct costs of support and out-reach	**287,212**	426,173
Staff and volunteer travel and subsistence	**30,201**	15,990
Fundraising and publicity	**43,547**	29,386
Staff training	**23,488**	67,294
	2,722,824	2,633,267

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

6. Analysis of support costs

	Total 2024 £	Total 2023 £
Support staff costs	**297,139**	357,825
Depreciation	**9,172**	9,040
Rent, rates and service charges	**156,122**	114,759
Other building costs	**35,087**	30,909
Professional fees (including IT and accounting support)	**139,914**	148,735
Insurance	**8,249**	7,952
Finance & IT support	**80,653**	77,627
HR support, recruitment and training	**64,031**	87,824
Hospitality	**1,157**	14,061
Office, computer and website costs	**80,055**	77,101
Governance costs (see note 7)	**38,548**	32,412
	910,127	958,245

7. Governance costs

	Total funds 2024 £	Total funds 2023 £
Auditors' remuneration – audit of the financial statements	**15,235**	14,375
Auditors' remuneration – other services	**6,095**	5,755
Legal fees	**17,218**	12,282
	38,548	32,412

8. Staff costs

	Total funds 2024 £	Total funds 2023 £
Wages and salaries	**2,341,369**	2,180,797
Social security costs	**232,345**	214,275
Pension costs	**61,801**	57,177
	2,635,515	2,452,249

The charity paid out redundancy costs of £nil in the year (2023 - £29,659). There were no amounts outstanding at the year end.

The average number of persons, calculated on a headcount basis, employed by the charity during the year was as follows:

	Total 2024 No.	Total 2023 No.
Projects, fundraising and management	**63**	59

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

8. Staff costs

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Total 2024 No.	Total 2023 No.
£60,001 - £70,000	**2**	2
£90,001 - £100,000	**-**	1
£100,001 - £110,000	**1**	-

During the year, no Trustees received any remuneration or other benefits (2023 - none). During the year, no Trustee expenses have been incurred (2023 - none).

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £560,280 (2023 - £555,660).

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff:

- Chief Executive Officer - Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

9. Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment 2024 £	Computer equipment 2023 £	**Total £**
Cost				
At 1 April 2023	55,206	42,593	121,253	**219,052**
Additions	-	-	-	**-**
At 31 March 2024	55,206	42,593	121,253	**219,052**
Depreciation				
At 1 April 2023	52,617	42,593	110,358	**205,568**
Charge for the year	1,467	-	7,705	**9,172**
At 31 March 2024	54,084	42,593	118,063	**214,740**
Net book values				
At 1 April 2024	1,122	-	3,190	**4,312**
At 31 March 2023	2,589	-	10,895	**13,484**

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

10. Debtors

	Total 2024 £	Total 2023 £
Trade debtors	**2,500**	247,500
Prepayments and accrued income	**432,881**	579,999
	435,381	827,499

11. Creditors: Amounts falling due within one year

	Total 2024 £	Total 2023 £
Trade creditors	**154,863**	127,999
Other taxation and social security	**48,653**	53,304
Accruals and deferred income	**129,568**	580,065
	333,084	761,368

Deferred income (included above)

	Total 2024 £	Total 2023 £
Deferred income at 1 April	**291,486**	305,440
Resources deferred during the year	**65,611**	291,486
Amounts released from previous periods	**(291,486)**	(305,440)
Deferred income at 31 March	**65,611**	291,486

Income has been deferred in respect of grants and contracts relating to the 2024/25 financial year.

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

12. Statement of funds

Current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers In/Out £	**Balance at 31 March 2024 £**
Unrestricted funds					
General funds	806,478	222,087	(25,089)	-	**1,003,476**
Restricted funds				-	**-**
MOPAC Victim's Fund	-	552,000	(552,000)	-	**-**
City Bridge Trust	-	76,700	(76,700)	-	**-**
Help for Children Fund	-	30,000	(30,000)	-	**-**
Esmee Fairbairn (New)	-	76,330	(76,330)	-	**-**
MOPAC Children Affected by Violence	-	2,188,761	(2,188,761)	-	**-**
MOPAC Rescue & Response (Initial Contract)	-	261,344	(261,344)	-	**-**
MOPAC Pan London Housing Reciprocal	-	255,000	(255,000)	-	**-**
Ministry of Justice via MOPAC	-	141,600	(141,600)	-	**-**
Standing Together Against Domestic Abuse - Whole Housing Association	-	11,250	(11,250)	-	**-**
The Barrow Cadbury Grant	-	2,376	(2,376)	-	**-**
Ofsted Peer Research	-	12,500	(12,500)	-	**-**
Total restricted funds	-	3,607,862	(3,607,862)	-	**-**
Total funds	806,478	3,829,949	(3,632,951)	-	**1,003,476**

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

12. Statement of funds cont

Prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers In/Out £	**Balance at 31 March 2023 £**
Unrestricted funds					
General funds	765,264	95,854	(54,640)	-	**806,478**
Restricted funds				-	**-**
MOPAC Victim's Fund	-	552,000	(552,000)	-	**-**
Paul Hamlyn Foundation	-	60,000	(60,000)	-	**-**
City Bridge Trust	-	45,300	(45,300)	-	**-**
Help for Children UK (CSE)	-	23,698	(23,698)	-	**-**
Esmee Fairbairn Foundation	-	52,099	(52,099)	-	**-**
Vanguard (Community Support	-	35,584	(35,584)	-	**-**
MOPAC Children Affected by	-	2,050,000	(2,050,000)	-	**-**
MOPAC Rescue & Response	-	261,344	(261,344)	-	**-**
MOPAC Pan London Housing Reciprocal	-	248,681	(248,681)	-	**-**
Home Office County Lines Victim Support	-	66,565	(66,565)	-	**-**
Ministry of Justice via MOPAC	-	141,600	(141,600)	-	**-**
Total restricted funds	-	3,536,872	(3,536,872)	-	**-**
Total funds	765,264	3,632,726	(3,632,726)	-	**806,478**

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

12. Statement of funds cont

a) Restricted funds

Restricted funds enable us to deliver charitable activities that contribute to achieving the aims of our 5-year strategy. We have continued to reflect our 3 key strategic themes in how we deliver our work and structure our workforce.

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures. Our team of skilled and experienced support workers deliver one on one support to young Londoners and their families, who are impacted by violence and exploitation in the community.

Our support is centred around trusted relationships. Our staff are relatable and credible. They work with young Londoners and the people important in their lives to deliver high quality, innovative and evidence-based support.

Through peer-group programmes in education settings and communities we support and empower young Londoners to speak up, recognise, acknowledge, and call-out unacceptable behaviours. These programmes aim to change norms and accepted behaviours within a group context. This work is informed by bystander theory to build young Londoners' confidence and skills to challenge their peers, professionals, communities and decision makers.

To make sure that the places and spaces where young Londoners spend their time are safe and positive we are developing our work directly in and with communities. This includes our housing advocacy and support provided via the Pan-London Housing Reciprocal as well as place-based interventions that draw on our knowledge of contextual safeguarding to improve the safety of young Londoners in their own home and neighbourhood.

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers. These include, for example, projects to analyse and better understand our data, to research and evaluate the impact of our programmes, and to enhance the way that we communicate about our work with the public. Other key enablers ensure that young Londoners have a strong and prominent voice in influencing and shaping how we deliver our services; and developing an equity, diversity, and inclusion plan that will ensure that all our services are accessible to any young Londoners that need them.

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

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2024 CONT

13 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	**Total funds 2024 £**
Tangible fixed assets	4,312	-	**4,312**
Current assets	1,332,248	-	**1,332,248**
Creditors due within one year	(333,084)	-	**(333,084)**
Total	1,003,476	-	**1,003,476**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2023 £*
Raising funds	*13,484*	-	*13,484*
Support and Out-reach	*1,554,362*	-	*1,554,362*
Support and Out-reach	*(761,368)*	-	*(761,368)*
Total	*806,478*	-	*806,478*

14. Pension commitments

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £61,801 (2023 - £57,177).

The defined contribution liability is allocated to unrestricted funds and is split between direct and support costs.

15. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	**115,355**	82,269
Later than 1 year and not later than 5 years	**-**	46,513
	115,355	128,782

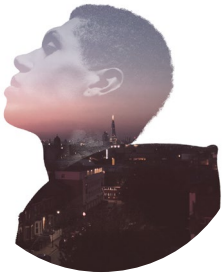
The following lease payments have been recognised as an expense in the statement of financial activities:

	2024 £	2023 £
Operating lease rentals	**113,731**	96,848

16. Related party transactions

During the year ended 31 March 2024 the charity made payments of £6,000 (2023 - £nil) to the husband of the Head of Corporate Services for the disposal of office equipment and rubbish. There was a balance of £nil (2023 - £nil) outstanding at 31 March 2024 in respect of these transactions.

There were no further related party transactions during the year (2023 - none).



ANNUAL TRUSTEES' REPORT

Independent Auditor's report and Financial Statements
2023 - 2024

saferlondon

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No. 1109444; and a company limited by guarantee No. 5190766.
www.saferlondon.org.uk

SAFER LONDON

England & Wales - Charity number 1109444

Accounts

ANNUAL TRUSTEES' REPORT

ACCOUNTS AND FINANCIAL REVIEW 2022 | 2023

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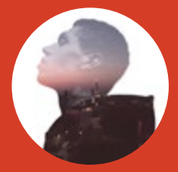
Company number 05190766



ANNUAL TRUSTEES' REPORT

ACCOUNTS AND FINANCIAL REVIEW 2022 | 2023

saferlondon

Providing trusted, individual, relational support to ensure more young Londoners feel safer, are safer, and have the positive futures they deserve.

Safer London is a registered charity in Englandand Wales No. 1109444;
and a company limited by guarantee No. 05190766.
www.saferlondon.org.uk

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Trustees:

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair
- Gemma Bailey
- Vaneesha Bailey
- André Campbell
- Valerie Floy, Hon. Treasurer
- Anthony Gunter
- Baroness Sally Hamwee
- Tim Jones

Key management personnel Senior Leadership Team:

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

Other key personnel:

- Executive Assistant to the CEO
- Deputy Head of Practice
- Deputy Head of Safeguarding (From December 2022)
- Deputy Head of Practice – Development (From March 2023)

Registered office:
Skyline House, 200 Union Street, London, SE1 0LX

Bankers:
National Westminster Bank, 10 Southwark Street, London, SE1 1TJ

Auditors:
Buzzacott LLP, 130 Wood St, London EC2V 6DL

The Trustees present their report together with the financial statements of Safer London for the year 2022|2023.

The financial statements have been prepared in accordance with the accounting policies set out on pages 52 to 54 and comply with the charitable company's Articles of Association, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland (FRS 102).

A reminder of who we are and what we do

Our Strategy

In 2020 we entered the first year of our new Strategy. The first Strategy for Safer London and one which sets out a clear direction of where we want to be.

In 2022|2023 we entered the third year of our Strategy, firmly on a clear path to deliver our objectives around our core areas of work: People | Peers | Places.

PEOPLE

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures.

PEERS

We enable young Londoners to support and be supported by their peers.

PLACES

We work directly in the community to ensure that the places and spaces where young Londoners spend their time are safer and more positive.

Our purpose and values

Our Purpose – what makes us different

Safer London is on a mission to make the city safe for young Londoners.

By working with young Londoners, their families and peers, as well as the places where they spend their time, we can create a safer London not just for them – but everyone.

Young Londoners are full of ambition and aspiration. Too many are experiencing violence and exploitation. We are working alongside young Londoners, supporting them to have the uture they deserve.

We're paving the way for young Londoners to reach their full potential. We're here for them, wherever they are and whenever they're ready. With a footprint in every London borough, we have the influence and flexibility to make real change. As they move, our support can move with them.

Young Londoners are inspirational, the future of London. By working alongside them, their families, peers and communities we will unlock their potential.

Our values

Safer London strives to be:

- Change-makers: We bring creativity, passion and innovation to make a lasting difference.
- Inclusive: All that we do recognises and values the diverse experiences of young people.
- Trusted: People trust us because we have a track record of consistent, high-quality delivery.
- Courageous: We are brave, unafraid to challenge and committed to empowering young Londoners to stay safe and happy.

Trustees' Report

YEAR AT A GLANCE 2022 2023

590 young Londoners supported one-to-one by a Safer London Specialist or Expert Caseworker

61 parents/carers supported one-to-one by Safer London Specialist Caseworker

64 young Londoners, parents/carers were supported by CSA Navigators

16 young Londoners presenting with Harmful Sexual Behaviours were supported by an Expert Caseworker

474 referrals received and screened by the Safer London Front Door team

1094

YOUNG LONDONERS AND FAMILIES REACHED THROUGH ALL OUR PROGRAMMES AND SUPPORT

362

PARENTS/ CARERS REACHED

41 young Londoners were supported with emotional wellbeing needs

36 young Londoners were supported with Education, Training and Employment needs

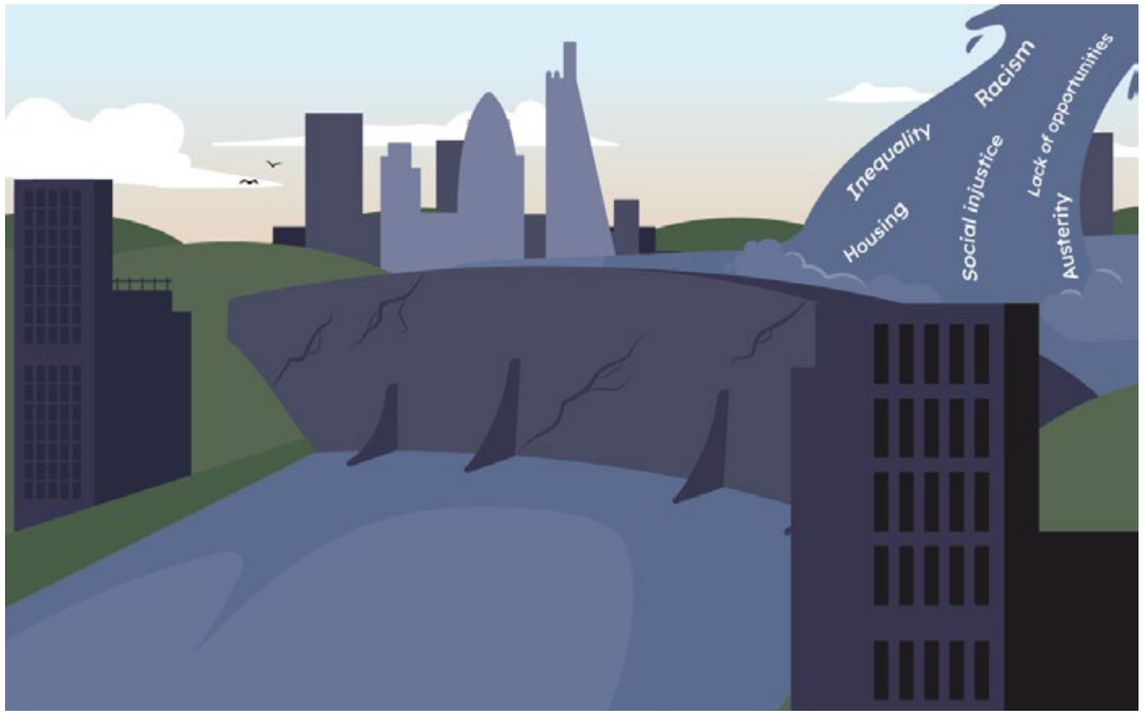
139 young Londoners were supported to access housing or housing support

114 Londoners moved to safer homes via the Pan London Housing Reciprocal, including 56 children

46 households moved to safer homes via the Pan London Housing Reciprocal

243 parents/carers attended online workshops hosted by Safer London Specialist Family Caseworkers

INTRODUCTION: THE PRESSURE DAM



London is often seen as a city full of opportunities, but for many young Londoners this perception doesn't align with their reality.

Growing up in challenging and sometimes hostile environments, many young Londoners face various pressures and obstacles. Children and young people who should be full of hope and ambition find themselves constrained by limited opportunities, inequality, racism, and austerity.

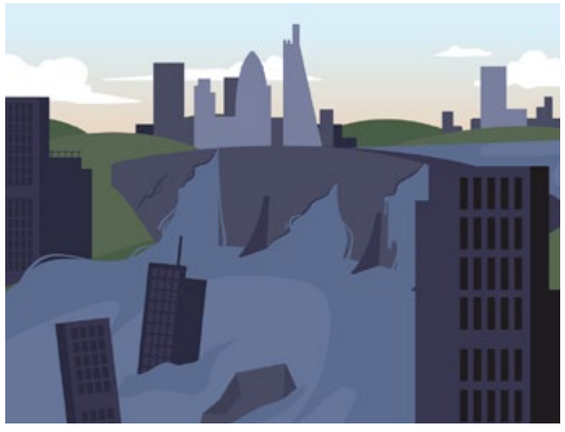
These pressures gather like water behind a dam. Over time, the weight of these challenges steadily builds against the dam's walls, placing strain on young Londoners' wellbeing and resilience. Then cracks begin to form, prompted by each injustice and unfulfilled promise.

Eventually, a breaking point emerges - a moment when the dam can no longer withstand the mounting pressure. It gives way.

Amidst the aftermath, some young Londoners are swept into a current of violence and exploitation. These individuals who find themselves at risk become caught in the grip of criminal networks and exploitative cycles, succumbing to circumstances beyond their control.

The futures that held promise are now submerged, engulfed by a society and systems that failed to nurture their potential. The absence of support and the weight of systemic inequities steer these young Londoners into difficult situations, where their struggles can go unnoticed.

In recognising this unfortunate reality, it becomes imperative to reinforce the dam. Only by addressing the root causes, redirecting resources, and fostering an environment of equity and opportunity, can the destructive current be diverted.



While Safer London may not have the power to repair the cracks in the dam itself, what we can do is scaffold a comprehensive programme of support around each young Londoner.

Our person-centred, trauma-informed approach allows us to build a unique programme of support around each young Londoner or parent/carer. This then acts as a buoy, enabling them to float or even rise above the turbulent waters they face.

By providing tailored support, we can empower young Londoners to overcome their challenges with resilience and purpose and navigate towards a brighter future.

It's important to recognise and understand that positive change is something young Londoners achieve for themselves.

Whilst our Expert and Specialist Caseworkers play a vital role in facilitating growth and development, the true catalyst for change lies within the young Londoners themselves.

By understanding this dynamic, we create an environment that encourages young Londoners to harness their innate potential, enabling them to become the architects of their own success.

Our role is to safeguard and provide guidance and advocacy, while respecting the autonomy and agency of young Londoners as they forge their unique paths towards a positive future.

By working in collaboration and partnership with external agencies, as well as the young Londoners themselves, we are working to ensure that no young Londoner is left adrift, but rather equipped with the necessary tools and support to thrive and succeed.

LAST YEAR WHAT WE SAW: A RISE IN COMPLEX CASES

There's no denying that the issues and pressure that young Londoners and their families face aren't going away. The cracks in the dam are progressively expanding.

Over the past year, we have witnessed a substantial rise in complex cases, accompanied by an unprecedented surge in safeguarding concerns. Something that is not isolated to Safer London[1]. Young Londoners are requiring prolonged and comprehensive support, involving the collective efforts of various Safer London professionals.

Recognising the increased need, we developed and rolled out new in-house safeguarding training. Finding that existing training was too generic this new package was tailored to align with our insights into the challenges faced by those we work alongside, while also aligning with our internal safeguarding processes.

Last year, we recorded a total of 756 safeguarding concerns, marking a substantial increase of 206 from the previous year.

Of these 756 concerns 158 were "need to knows". "Need to knows" are the most serious safeguarding concerns, and include such incidents as suicide attempts, carrying a weapon or sexual and criminal violence.

756

756 safeguarding concerns in the past year, an over 260% increase from the previous year.

As a result, we've cultivated and nurtured a team of highly skilled and proficient professionals, ensuring a consistent approach throughout our organisation in tackling the safeguarding concerns affecting young Londoners and families.

This training was also extended to our Front Door referral and screening team. Consequently, they can now conduct more robust screenings and effectively identify and address more safeguarding concerns from the very outset of the referral process. This ensures we allocate the best available support to those in need.

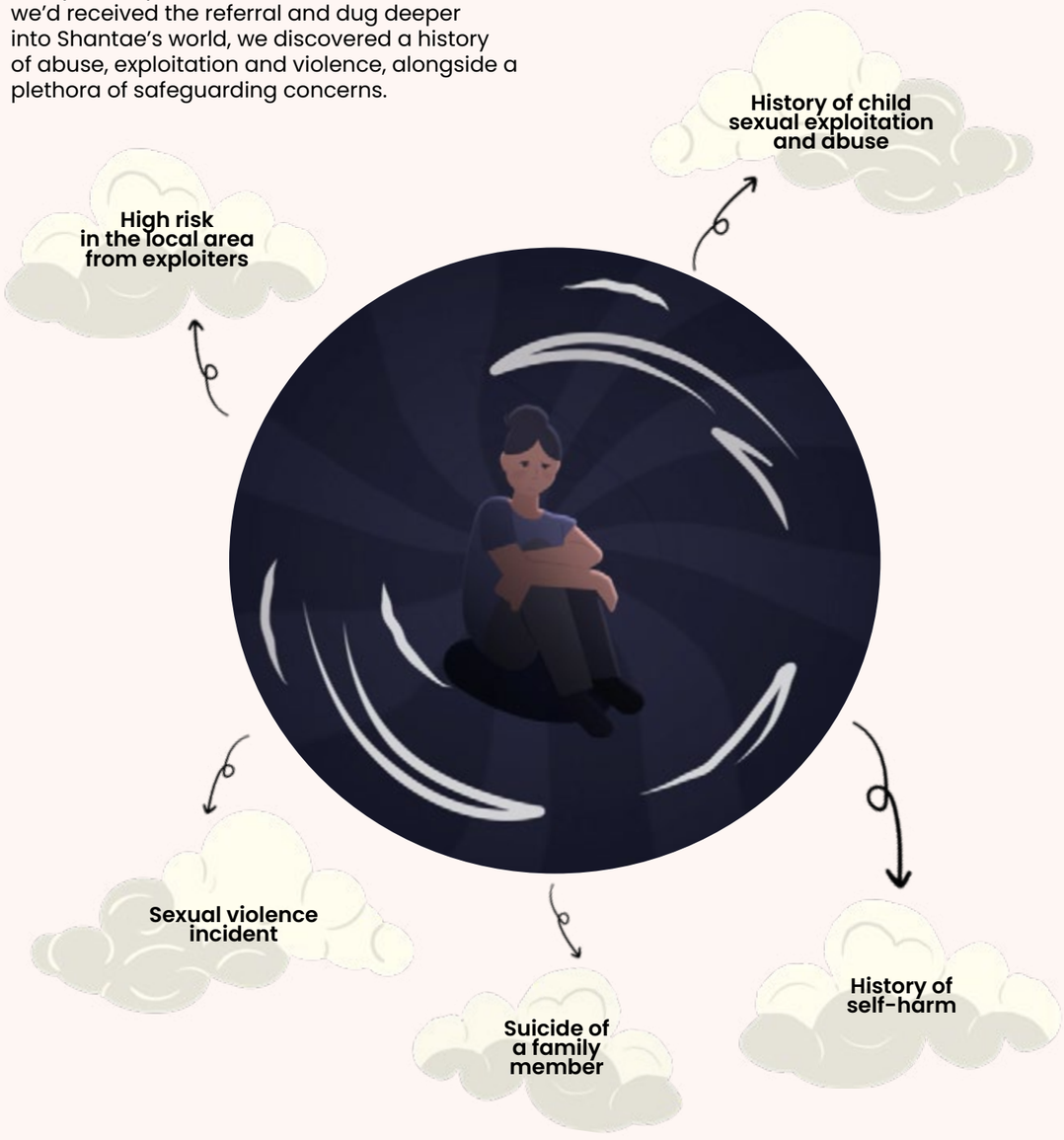
Unveiling Hidden Trauma: From Perceived Perpetrator to Victim of Abuse and Violence

Shantae was referred to Safer London due to violence and problematic sexual behaviour.

Shantae was viewed as a perpetrator by many of the professionals around her. Once we'd received the referral and dug deeper into Shantae's world, we discovered a history of abuse, exploitation and violence, alongside a plethora of safeguarding concerns.

By working on building a trusting relationship with Shantae and her family, we were able to unpick what was really going on in her life.

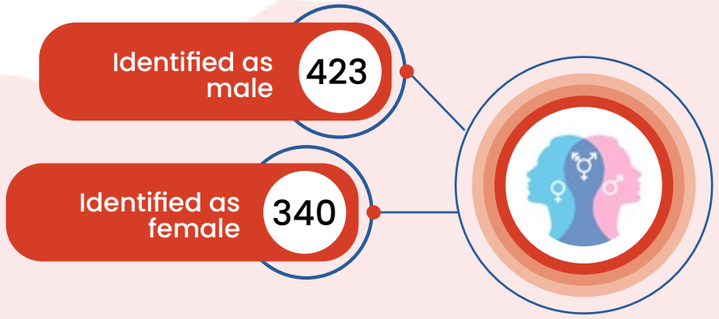
Watch how we helped Shantae here



WHO WE WORKED WITH & WHERE WE WORKED

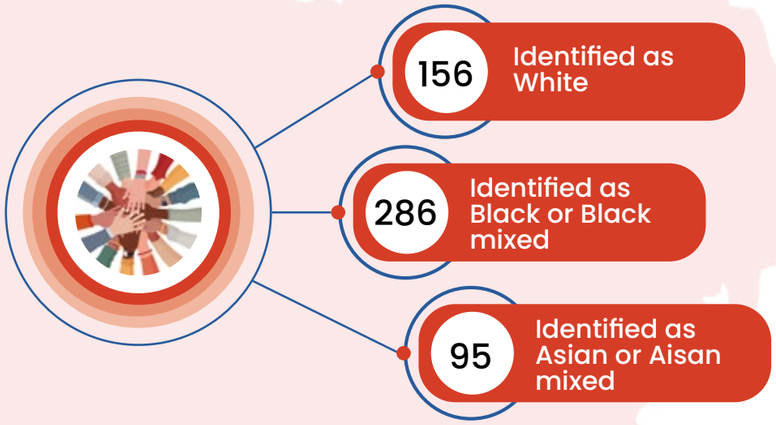
Over the last few years we focused on the reorganisation of our services, particularly in reference to gender based support. It's essential to recognise that challenges and issues commonly associated with young males, such as violence and criminal exploitation, are not exclusive to them; they equally affect many young women and girls. Likewise, many young men and boys have been deeply affected by instances of sexual exploitation and abuse.

By breaking down and dispelling misjudged preconceptions, we've created specific roles that enable us to extend our reach to more young Londoners.



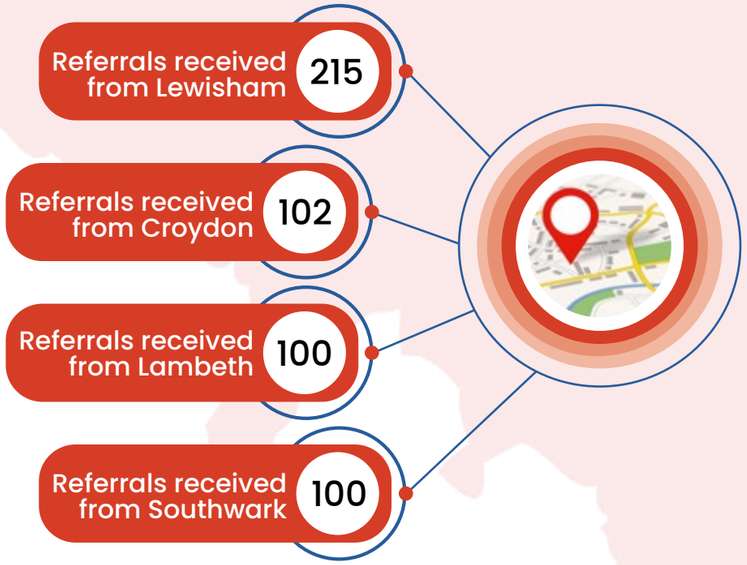
It's impossible to ignore that 65% of half of the young Londoners we worked alongside came from London's Black and Asian communities. Our commitment to Equity, Diversity, and Inclusion (EDI) is more crucial than ever.

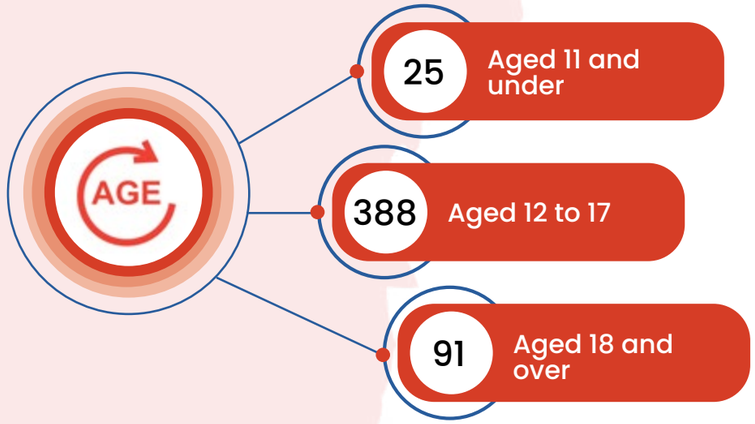
Our EDI strategy sets out clear actions that will enable us to create services and support that are culturally sensitive. Our Caseworkers at Safer London are dedicated to delivering their practice in a culturally competent way, acknowledging existing inequalities and disparities. This not only strengthens our team's ability to recognise and understand their own privileges, but also empowers them to provide support in a manner that resonates authentically with the diverse backgrounds of the young Londoners they work alongside.



Safer London's case management system holds a bank of data sets that allow us to really drill down into where violence and exploitation is occurring for the young Londoners we work alongside. What it also allows us to do is look at what others are saying and see if this correlates to what we understand.

Last year, we started a comprehensive data mapping initiative, where we began cross referencing our internal data with external sources. Our aim is to not only to enhance our own practice, but also to collaboratively bridge gaps in services across various agencies working with children and young people in London.





The average age of the young Londoners who come through Safer London's Front Door is 15. However, last year we saw more young Londoners accessing our support who were 13, 12, 11 and even younger.

As part of a wider piece of work looking at our bank of resources we use when working with children and young people, we are also committed to having resources and materials that work across all these age groups. This approach guarantees all young Londoners are getting accessible and consistent support.

*To note: The data on this page doesn't comprise the data of all the young Londoners/parents/carers we worked alongside (as seen on pages 4-5). In some instances, young Londoners/parents/carers EDI data was not captured or disclosed. In other instances, we chose not to include all the EDI data on this page, for example young Londoners who identified as Non-binary or Queer.

LAST YEAR: WHAT WE DID HOW WE RESPONDED TO WHAT WE SAW

While we acknowledge we can't fix the emerging cracks in the dam, we can certainly make concerted efforts to better support young Londoners and their families whose lives have been impacted by the issues. By doing so, we can provide young Londoners with a greater opportunity for a positive future.

In order to bring about a brighter future for those we work alongside, last year we strengthened our current ways of working, building on and adapting our existing methods. As a learning organisation committed to continuous improvement, we actively listened to the feedback from young Londoners, our staff, and learning from the wider sector.

From these insights we worked on cultivating fresh and innovative approaches to our work, as well as embracing new service delivery and design, ensuring we were able to meet the evolving needs of the young Londoners and families we work alongside.

LAST YEAR WE DID THE FOLLOWING...

1.
In collaboration with our partners and funders, we implemented measures to ensure that our Caseworkers work with young Londoners over extended periods. This means that young Londoners who work with our team can receive support for up to two years, with a consistent worker by their side.

2.
Recognising the broader contexts that shape the lives of young Londoners, we set out to establish innovative models of service delivery and interventions. This included new intervention design centred around peer groups and the places and spaces where young Londoners spend their time.

3.
The utilisation of specialist Caseworkers is not a new concept for Safer London. We have long had specialists in areas such as wellbeing and housing, and last year we expanded our team to include additional specialists in Boys and Young Men affected by Sexual Exploitation, as well as Education, Employment, and Training.

4.
In response to the complexity of cases, we introduced new Expert Caseworkers roles. These individuals possess the necessary skills, knowledge, and experience to effectively assist young Londoners presenting with the highest-level needs.

5.
We know that the safeguarding of those affected by violence, exploitation and abuse necessitates the sharing of knowledge and insights with others. Embracing a spirit of inclusive and generous leadership, we crafted toolkits and comprehensive guides, aiming to disseminate our successful service models and delivery approaches. Our intention is to inspire others to replicate these practices, thereby fostering collective progress in safeguarding efforts.

6.
To amplify youth voices and encourage active participation, we partnered with youth voice experts Participation People. Together, we nurtured and empowered a team of young champions known as the Safer London VIPs. The VIPs played an integral role in helping us address significant challenges and confront them head-on.

7.
We worked to upskill our team so we could become an AMBIT influenced organisation, and in turn allowing us to connect and work alongside more young Londoners.

Our strategic enablers and guiding principles are what allow us to continually adapt our existing methods and embrace innovative approaches to working with young Londoners.

Throughout this report you will see where we leveraged these enablers and guiding principles to develop a strong service offer to the young Londoners and families we worked alongside.

STRATEGIC ENABLERS

Equity, Diversity & Inclusion (EDI)
We aspire to be an organisation which understands and promotes a culture of EDI for the young Londoners, families and communities we serve; as well as our staff and stakeholders.

Staff
Our team are our greatest asset. Staff training, learning opportunities, supervision, and working conditions will continue to be strengths of Safer London.

Data
Data can tell a story, as well as inform. We will analyse the data captured in our robust case management system so we can be responsive to new needs, and adapt our services.

Providing a voice
Young Londoners must influence the work we do. We're working to ensure their voices are shaping our internal processes and informing the development of our services, support and approaches.

GUIDING PRINCIPLES

Person Centred
Safer London puts young Londoners at the centre of their support. We listen to and work with them, focusing on them and their needs.

Co-production
Young Londoners have a say in their journey of support. This empowerment not only boosts their confidence but also facilitates meaningful engagement.

Contextual Safeguarding
We understand the impact the wider context has on young Londoners lives and safety. Whether this is in physical spaces, within their peer groups or online. We're committed to weaving Contextual Safeguarding approaches throughout our work with young Londoners.

Trauma Responsive
Young Londoners tell us how they've experienced traumatic events. This can have a devastating impact on their daily lives. Our knowledge and understanding of trauma and how it effects young Londoners, are the building blocks of our support.

Strong trusting relationships form the foundation of all our work with young Londoners and families. We understand that establishing trust is pivotal for young Londoners to achieve a positive outcome for themselves. By building strong trusting relationships we gain insight into their world, understand what they need and learn how to keep them safe.

TRUST IS THE KEY TO SUCCESS AND BUILDING TRUST TAKES TIME

Research[2] shows that trusted relationships play a pivotal role when working with children and young people affected by violence and exploitation.

Establishing a foundation of trust is crucial with every young Londoner we work alongside. But trust doesn't happen overnight. These young Londoners have likely experienced significant trauma, which can result in feelings of fear, mistrust, and a loss of control.

By building trusted relationships, we can create a safe and secure environment where young Londoners feel comfortable to work alongside us.

Trust allows for effective communication, enabling us to better understand and address the unique challenges young Londoners face. It also helps foster a sense of empowerment, as young Londoners can develop confidence in their ability to share their concerns, and actively participate in their own journey.

40%

In the last two quarters* of 2022/2023 40% of Safer London's cases had exceeded a six month intervention

*extended interventions as per our contract were implemented in quarter three

WHAT WE DID

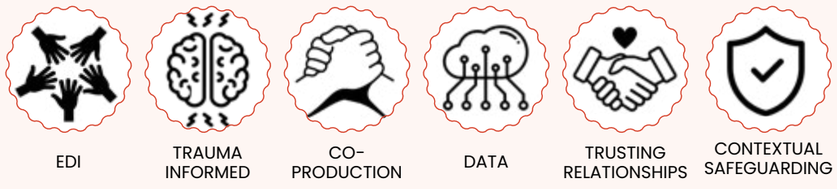
The duration for interventions provided by voluntary sector services for children and young people affected by violence and exploitation is typically six months. However, establishing effective communication alone can take months, with additional time required to gradually cultivate trust. Therefore, the current standard intervention timeframe falls short.

As the result of insightful discussions, we were able to advocate for extended interventions for young Londoners for up to two years, to meet the specific needs.

12 Up to 12 months intervention for young Londoners and parents/carers affected by violence and exploitation.

2 Up to two years intervention for young Londoners affected by criminal and sexual violence who are involved in ongoing investigations or an active court case.

HOW WE DID IT



FUTURE FOCUS

At Safer London, we recognise that establishing trusting relationships is paramount in delivering effective support. It is a guiding principle that underlies our approach to our work.

Too often young Londoners tell us they have been let down by professionals, which only leads to a distrust in the very services meant to aid them.

To address this issue, our dedicated Caseworkers invest considerable time and effort into fostering strong connections with each young Londoner they assist, with the ultimate goal of dismantling the barriers caused by mistrust.

However, we are committed to ensuring that our efforts align with the needs and expectations of those we work alongside. Moving forward, we are enlisting the expertise of external specialists to conduct a thorough review of our internal practices.

This evaluation will focus on examining the cultivation and development of trusted relationships. Insights from this will inform our future planning, enhance the sustainability of our work, and guide its evolution.

Our aim is to refine our understanding of trust and trusted relationships, going beyond clichés to define the key factors and conditions necessary for building successful connections based on trust.

To ensure the authenticity of this process, we will actively involve the young Londoners who access our services and support. Through engaging discussions and collaborative workshops, we will gain valuable insights into their needs and desires regarding the establishment of a relationship grounded in epistemic trust.

A DIVERSE ARRAY OF NEEDS NECESSITATES THE EXPERTISE OF VARIOUS SPECIALISTS

Undoubtedly, the complexity of cases has experienced a noticeable surge in recent years. A growing number of young Londoners who come through Safer London's Front Door are now presenting with a myriad of needs that demand immediate attention.

Couple this with societal and systemic issues including the adultification and subsequent criminalisation of young Londoners, it is evident that a one-size-fits-all approach will prove inadequate in addressing the multifaceted requirements of young Londoners.

WHAT WE DID

We expanded our team by welcoming new Specialist Caseworkers. Among them were practitioners experienced in working with boys and young men impacted by sexual exploitation.

Additionally, our team now includes Caseworkers and internal advisors, whose specialty and focus is on providing support to young Londoners with educational, employment, and training needs.

239

Specialist internal support was accessed 239 times. This includes when a Specialist Caseworker is allocated as a secondary worker and when advice is sought from a Specialist Caseworker internally.

178

178 young Londoners and parents/carers received one to one support from a Safer London Specialist Caseworker.

My specific role means I work with young males. Often this support is the first time these young men have had a safe platform to express themselves without judgement – and time and time again, just to be heard, is often the catalyst for meaningful change.

Every young male I have worked with has strengths. It's really important these strengths are given the spotlight they deserve, and once this happens it can be magical seeing confidence and self-worth grow.

– Rob, Specialist Caseworker
Young Men and Boys affected by Sexual Exploitation

HOW WE DID IT

EDI · DATA · STAFF · TRAUMA INFORMED · PERSON CENTRED · CO-PRODUCTION · TRUSTING RELATIONSHIPS · CONTEXTUAL SAFEGUARDING

FUTURE FOCUS

Our existing offer is solid and robust, but we know there's more that can be done to support and empower young Londoners.

Our vision for the future involves bolstering our team with additional caseworkers, whose specialised expertise will cater to specific needs and areas of support.

Developing specialist knowledge and expertise around extremism and radicalisation

Grooming children and young people into radicalisation is, at its simplest, just another form of exploitation. One that we can't - and won't - ignore.

Every child and young person who has been radicalised has had an entire life journey and story that has led up to that point. Often this story includes feelings of isolation or longing to belong, as well as victimisation.

Looking ahead we are forging a partnership with KIKIT and Exit Hate UK, so young Londoners who have been victim to this complex form of grooming, can go on to have positive fulfilling lives.

This includes training for the Safer London team, as well as bringing on board a Specialist Caseworker who will spearhead the development of an intervention and approach of working with children and young people voicing extreme far-right ideologies.

24

children under the age of 18 were arrested for terrorism-related activity*.

This is the highest recorded percentage, exceeding 13%, of all arrests, along with the greatest number of children ever arrested since the commencement of statistical recording by the Home Office in 2002.[3]

*in the year ending 31 June 2021

Arrests have decreased in all other age groups, children were the only demographic to show an increase.[3]

"It is thought that these increases are being driven largely by the sharp rise in young people arrested in relation to online extreme right wing terrorism (ERWT)

– Dean Haydon,
Senior National Coordinator for Counter Terrorism Policing

COMPLEX CASES REQUIRE SUPPORT FROM KNOWLEDGEABLE AND EXPERIENCED EXPERTS

At Safer London we specialise in working alongside young Londoners facing exceptionally high levels of risk. Our commitment extends far beyond mentoring.

Each Safer London Caseworker provides dedicated, intensive one-on-one support tailored to the unique circumstances of each young Londoner. Nevertheless, there are occasions when even this level of support falls short. The needs are many. The risks are high.

What's required is more experienced seasoned practitioners. Caseworkers equipped with the same unwavering professionalism, and unmatched resilience as our Specialist Caseworkers, but ones that also come with enhanced expertise. These are the individuals who can effectively support the most high-risk young Londoners.

WHAT WE DID

Last year, we focused on establishing new roles for Expert Caseworkers, assembling a team of skilled professionals who possess the necessary experience and knowledge to effectively support those with the highest presenting needs.

The Expert Caseworkers specialise in the areas of:

- Violence
- Criminal exploitation
- Sexual exploitation
- Housing and resettlement
- Harmful Sexual Behaviours
- Criminal violence
- Sexual violence
- Criminal Justice

Support and advocacy through the criminal justice system

Young Londoners who find themselves either as victims or perpetrators of crime and violence often lack comprehension of the processes and procedures involved in the Criminal Justice System. It is evident that young Londoners in this position require expert support that addresses their unique needs.

Safer London's Expert Criminal Violence, Criminal Justice and Sexual Violence Caseworkers have an understanding and knowledge of the Criminal Justice System, allowing them to provide advocacy for young Londoners with open police cases and ongoing court proceedings.

They also support young Londoners to build the resilience required to navigate through what is often a very lengthy and sometimes brutal process. Our Caseworkers will be there for them, assisting young Londoners throughout their entire journey - for however long it takes.

HOW WE DID IT

FUTURE FOCUS

We are confident in the strength of our current team of Expert Caseworkers.

However, we recognise the increasing demand for this elevated level of support among numerous young Londoners with complex and intersecting needs.

In the upcoming year, our plan is to expand our team of Experts, so we can work with more young Londoners than ever before.

Expert support for young Londoners with neurodiversity - even if they are undiagnosed

Young Londoners who are neurodiverse or have SEND may have an increased susceptibility to risks associated with exploitation and violence. Without appropriate support systems in place, they may struggle to protect themselves or seek help.

Our goal is to bring in Expert Caseworkers, who understand the nuances of working with young Londoners who are neurodivergent and have been exploited or groomed into violence and criminality, as well as those presenting with Harmful Sexual Behaviours.

By addressing their specific needs and ensuring they have the necessary resources, we can empower neurodivergent young Londoners to navigate the world safely and with confidence, reducing their risk of experiencing harm.

20%

15-20% of children and young people in the UK are neurodivergent.[4]

Neurodivergent conditions include:

- Attention-deficit hyperactivity disorder (ADHD)
- Autism
- Dysgraphia, dyscalculia and dyslexia
- Tourette's syndrome

3 times more likely

Children with speech and or learning difficulties are three times more likely to have been manipulated into sharing explicit photos of themselves.[5]

SUPPORTING THOSE WITH MULTIPLE NEEDS REQUIRES AN ADAPTIVE APPROACH

AMBIT* is a service model developed by Anna Freud Centre for Children and Families. it's designed to encourage a system of help for excluded and overlooked children and young people, who often present with a multitude of intersecting, overlapping and complex needs.

By adopting this approach, we can effectively bridge the gap and establish connections with young Londoners who may have encountered challenges in accessing support in the past.

At its core, AMBIT revolves around the concept of mentalization, a natural process inherent in all of us, which allows us to perceive situations from the perspectives of others.

WHAT WE DID

We strongly believe that embracing the principles of AMBIT is not only crucial but also highly significant for Safer London.

Our aim is to leverage this approach to foster interconnectedness throughout the entire organisation, enabling us to have a common language for discussing our work and promoting the highest standards of practice. This will empower us to enhance our collective impact and drive forward the mission of Safer London.

Reflective Practice

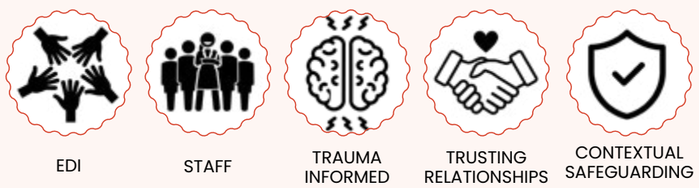
Safer London Caseworkers engage in reflective practice sessions that follow the AMBIT principles framework, with the AMBIT model's thinking-together process informing the reflective practice approach.

This facilitated space offers Caseworkers a dedicated time to pause and contemplate their work.

These sessions aim to support continuous professional growth and development. The sessions are delivered in groups which are made up of Caseworkers from various services within Safer London, bringing diverse perspectives to the discussions. The intention behind this blending is to provide Caseworkers with insights from different service areas.

- We integrated AMBIT materials into our direct practice, prioritising sustainability.
- AMBIT has become a mandatory training session for all new starters at Safer London. This ensures that from the moment they join the organisation, they are equipped with the tools and mindset to apply this approach effectively.
- We established AMBIT surgeries, led by our internal AMBIT experts, as a platform for open dialogue and knowledge exchange. These drop-in sessions provide a supportive space for the team to ask questions freely and learn from one another.

HOW WE DID IT



FUTURE FOCUS

Over the course of our journey, we have made significant steps towards integrating AMBIT into our operational framework.

As we move into the future, our focus will be on evaluating the effectiveness of embedded AMBIT practices. To achieve this, we are dedicated to developing case studies which will allow us to assess the impact and effectiveness of the AMBIT framework. So, we can understand the positive impact it makes for both our team and the young Londoners and families they work alongside.

Beyond this we will proactively engage in horizon scanning, ensuring that our workforce development plan is always shaped by the latest emerging approaches or incorporates the latest innovative training. Continuously fostering a culture of learning development and growth, will solidify our commitment to position Safer London at the forefront of delivering services and support to young Londoners impacted by violence and exploitation.

ADOPTING CONTEXTUAL SAFEGUARDING APPROACHES TO STRENGTHEN SAFETY

To create long term positive change for young Londoners affected by violence and exploitation, we know we must look at the contextual factors that can impact on their safety. Only by looking at a young Londoner's whole life can we understand where they experience or are at risk of harm, and then together we can create plans to keep them safe.

Contextual Safeguarding fills in the gaps that are often seen in statutory safeguarding, and that is to address the harms outside of the home. Young Londoners experience risk in many places. This could be on the way to school, on social media or at the local shops.

Safer London's Caseworkers understand this, and it is always built into their interventions. We know this approach can work on an individual level, but to create meaningful change that is sustainable we should be looking to apply this approach to groups of young Londoners and even whole communities.

WHAT WE DID

Last year we introduced two new Expert Development and Delivery workers whose work is dedicated to developing Contextual Safeguarding interventions. Our aim is to create a model that sits outside the conventional methods employed in prevention group work, as well as a place-based intervention which will empower communities to keep the places young Londoners live, play and work safe. The ultimate goal is to develop new models and approaches that create lasting change in communities, as well within a young Londoner's peer networks.

To make this work we've worked collaboratively with academics, sector professionals, and Safer London's youth participation group.

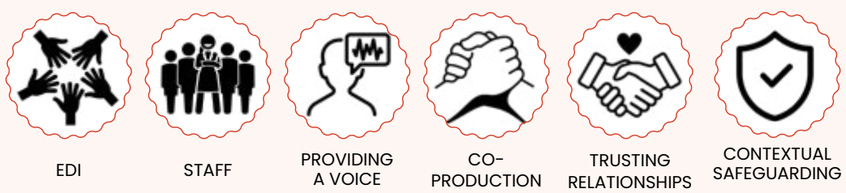
Cultivating innovation through youth voice

Last year we started this journey by working closely with the Safer London young Londoner VIPs. Together, we led a collaborative session that delved into the themes of peers and places, within the context of safety and harm.

Through creative safety and peer mapping exercises, we examined peer networks through the dual lens of safety and wellbeing, as well as looked at the places and spaces where young Londoners feel safe versus unsafe. Engaging discussions helped us to understand what solutions the VIPs felt could be put in place to improve community safety, as well as how peer dynamics are seen through the eyes of a child or young person.

This initial consultation phase ensures that our engagement remains rooted in the insights of the true experts - children and young people. Their perspectives are vital in understanding how to build interventions and approaches that that work for them.

HOW WE DID IT



FUTURE FOCUS

In the coming year, we will further develop these innovative approaches and then test them. As an organisation committed to fostering a culture of proactive knowledge sharing with others, we will then share what we've learnt.

Recognising that learning is integral to growth, we are dedicated to openly communicating our experiences, both successes and setbacks. We aim to provide valuable insights that can pave the way for collaborative innovation, with the end goal of creating positive outcomes for as many children and young people affected by violence and exploitation as possible.

As a test site for the Innovate Project for Contextual Safeguarding, we have committed to support the development of resources, to be used by others wanting to adopt Contextual Safeguarding in their work with children and young people.

"Throughout the Innovate Project**, we have observed Safer London's commitment to innovation. Over this period, we have witnessed Safer London making bold and, at times, radical changes to its organisational structure and approach in working with young Londoners across its services.

Safer London drew inspiration from the Contextual Safeguarding framework to shape its 5-year strategy, which focused on working with People, Peers, and Places. This strategy marked a shift in conceptualising the harm faced by young Londoners in a more holistic manner. Safer London transitioned from siloed working organised around types of harm to a more integrated approach. This resulted in a variety of changes both in its practices and within the organisation.

The Innovate Project learnt a great deal from Safer London's careful and ethical approach to making these changes. Particularly, when something didn't work out the first time, or when more resources were needed in order to create meaningful change, Safer London wasn't afraid to 'pause' some aspects of its innovation journey in order to ensure that the right conditions were in place. They showed they were an agile and learning organisation, open to sharing their learning with others.

Through these actions, Safer London has played an important role in evidencing what Contextual Safeguarding might look like in a voluntary organisation. There is still a lot to learn about how the approach can be implemented in the third sector. Until now, Contextual Safeguarding has predominantly been conceptualised and put into practice within statutory Children's Social Care services.

We have observed how Contextual Safeguarding aligns with many of Safer London's organisational values. These include collaborative and strengths-based approaches to working with young Londoners, which seek to understand, and change, the contexts in which young people experience harm. Furthermore, we have seen how Safer London employs the Contextual Safeguarding framework to support and influence multi-disciplinary partners to respond to contexts of harm.

The Innovate Project is coming to an end in December 2023. We are concluding the project with a conference in November 2023, where Safer London will contribute and share the insights gained from their innovation journey."

- Delphine Peace,
Research Fellow, Innovate Project

EMBEDDING YOUTH VOICE THROUGH YOUTH ACTION

Youth voice is incredibly important to us at Safer London.

We want to make sure that the perspectives, experiences, and needs of young Londoners are heard and considered throughout all areas of Safer London – from our service delivery and development to our recruitment and polices.

At Safer London we recognise that young Londoners are not just passive recipients of services, but active agents in shaping their own lives and communities.

By engaging with young Londoners and giving them a platform to express their opinions, ideas, and concerns, we know we can create more relevant and effective programmes and interventions.

WHAT WE DID

Last year, we forged a partnership with Participation People, established experts in amplifying youth voices, to foster a culture of youth voice and participation within Safer London.

Our primary objective is to inspire every single person who works at Safer London, urging them to explore innovative ways of harnessing youth voice. By doing so, we aim to reshape their approach towards their work and, more importantly, to guarantee that the voices of young Londoners are valued in matters that deeply concern them.

> *Thanks to the VIPs I have become a lot more confident in myself and sharing opinions and thoughts with fun and likeminded people my age!*
>
> *We're not just making a difference to Safer London, we're also doing it to ourselves!*
>
> - young Londoner VIP

14 14 young Londoners engaged with the VIP programme and were active youth voice champions.

22 22 youth voice sessions out of which 17 were consultations with Safer London senior leaders.

2 2 collaborative sessions were facilitated with external partners and funders. This provided a platform for the VIPs to actively engage in the broader discourse surrounding violence and exploitation in London.

51 51 volunteer hours reflecting the significant amount of time invested in actively engaging and connecting with the VIPs, as well as the dedication from the VIPs themselves.

HOW WE DID IT

EDI · STAFF · PROVIDING A VOICE · CO-PRODUCTION · TRUSTING RELATIONSHIPS · CONTEXTUAL SAFEGUARDING

Safer London BIG takeover week

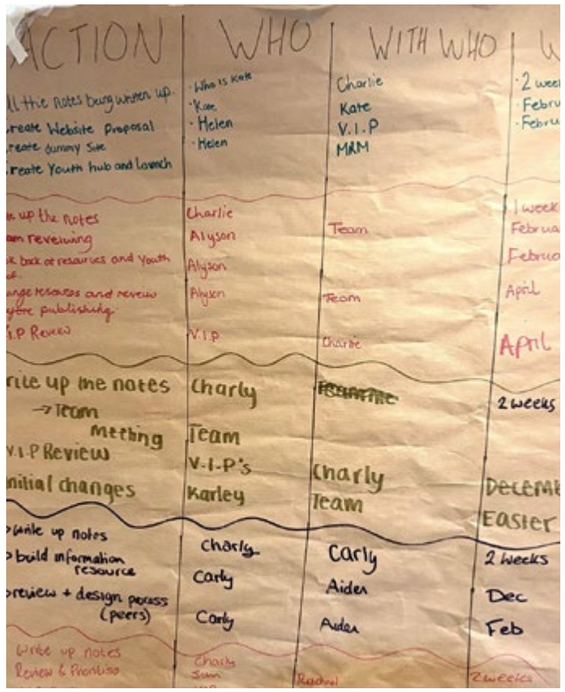
Last year we hosted our first VIP BIG takeover week. The event provided an opportunity for these VIPs to lead discussions on important business challenges through sessions, brainstorming, and creative activities.

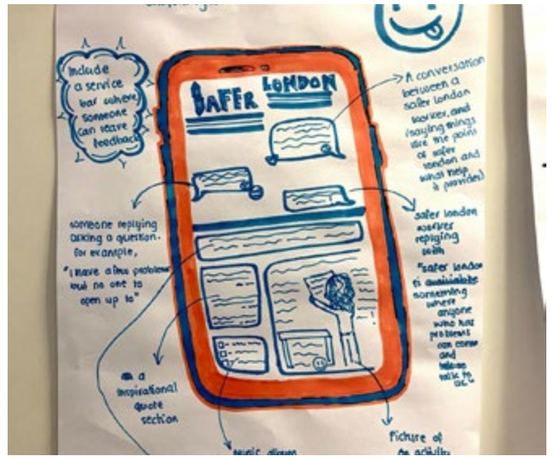
This included looking at our recruitment and induction processes, ensuring our practice resources are youth friendly, and the creation of a digital youth hub.

In order to uphold accountability, we monitored actions, and have planned future activities where we will continuously review these actions, making sure we are staying true to our word.

10 10 young Londoners aged 12 to 18 participated.

5 5 big business challenges tackled head on.





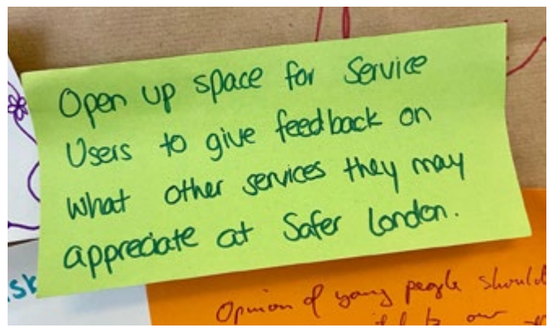
FUTURE FOCUS

The future of youth voice and participation at Safer London holds immense promise as we continue to embrace the power of young Londoners' voices.

We recognise the significance of amplifying youth perspectives and creating platforms for their active involvement in decision-making processes. Going forward we are creating mechanisms whereby anyone who has accessed or been offered our services and support can feedback to us.

We will provide opportunities to feedback at multiple stages of a young Londoner's journey. including those who opt not to work with us or those who initially choose to work with us but later withdraw from our support.

By encompassing all perspectives, we will gain a comprehensive understanding of what is effective and, more significantly, what is not.



SHARING OUR KNOWLEDGE THROUGH GENEROUS LEADERSHIP

Generous leadership is important. We know we can't work in silo. We also know we can't reach everyone.

By adopting a generous leadership approach, we are demonstrating our commitment to making a positive impact on communities beyond the reach of Safer London. By sharing our knowledge and learning with other organisations, groups and communities, we are allowing for a wider dissemination of best practices, innovative strategies, and evidence-based interventions.

By sharing what we've learnt, we hope to empower others to enhance their own capacity to safeguard children, young people and families impacted by violence and exploitation. We want to inspire a culture of collaboration, learning, and continuous improvement across the sector, resulting in a more effective and coordinated response to violence and exploitation.

WHAT WE DID

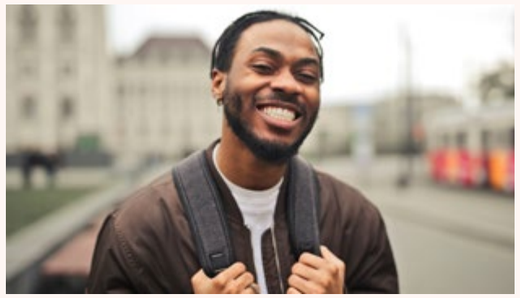
Last year we produced two guides, based on models and approaches of service delivery. These two guides shared our learning experiences, building on where we got it right – as well as where we can improve.

With resources and templates, these resources can guide professionals to safeguard and support those affected by violence, exploitation and abuse.

Beyond the Banter: A Professionals' Guide

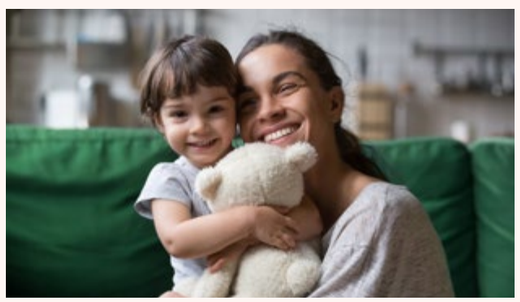
Building on the success of the award-winning 'Beyond the Banter' Safer London created a comprehensive guide for professionals.

This resource aims to explore how the peer-led approach can be tailored and implemented to benefit various groups of children and young people, extending its impact beyond its initial target audience.

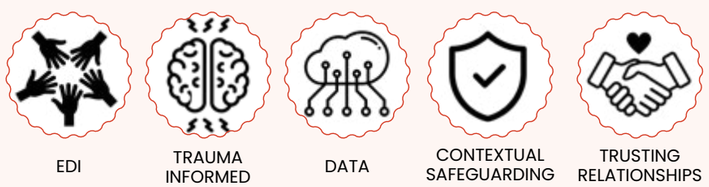


Unlocking Doors: A Professional's toolkit for establishing managed housing reciprocals

After operating the Pan London Housing Reciprocal for five years, we set out to develop a comprehensive toolkit designed to guide and assist professionals. So, they could set up and establish a managed housing reciprocal, to support social housing tenants fleeing violence, abuse and exploitation based on local need. Thus, extending the reach of this important scheme.



HOW WE DID IT



FUTURE FOCUS

At Safer London, we firmly believe in the importance of sharing our experiences and knowledge, regardless of whether they are positive or negative.

It is our commitment to prioritise this sharing, as we recognise its significant value.

Looking ahead, we will be building upon the success of the Beyond the Banter model and tailoring its approach to support young women and girls who've been impacted by criminal and sexual exploitation. This adaptation reflects our dedication to addressing their unique needs and offering them the assistance they deserve, by using an innovative peer-led approach.

LAST YEAR: THE DIFFERENCE WE MADE
THE NUMBERS

It's important to understand that numbers don't tell the full story.

Measuring impact only with numbers doesn't show the full picture. To really understand impact, we need to look beyond the numbers and consider the personal and societal effects of our work.

FEELING SAFE

78% 78% of young Londoners who were impacted by violence said they felt secure or less at risk from harm.

93% An impressive 93% of those impacted by sexual exploitation expressed feeling safer compared to when they began working with us.

83% When it comes to young Londoners who were affected by violence, 83% shared that their lives were now less affected by it.

EDUCATION, TRAINING, AND EMPLOYMENT

77% For 77% of young Londoners affected by violence had better access to education, training, and job opportunities.

93% As for those impacted by sexual exploitation, a significant 93% found that their involvement in education, training, and employment had improved.

FAMILY AND PEER RELATIONSHIPS

84% 84% of young Londoners affected by violence noted that their relationships had gotten better.

94% An impressive 94% of those impacted by sexual exploitation found that they were better equipped to nurture healthy relationships.

77% Among young Londoners affected by violence, a solid 77% mentioned an improvement in family dynamics.

This is particularly fundamental when it comes to young Londoners, as their lives and stories are just beginning. The experiences and transformations they undergo shape their futures in ways that extend far beyond numerical data.

To gauge the true impact, we must listen to their voices, understand their journeys, and appreciate the qualitative aspects that numbers alone can't represent.

HEALTH AND WELLBEING

82% 82% of young Londoners affected by violence shared that they had a better understanding of or easier access to suitable health support.

94% In the case of young Londoners impacted by sexual exploitation, 94% mentioned experiencing an enhancement in their overall health and wellbeing.

CONFLICT RESOLUTION AND COPING STRATEGIES

76% A significant 76% of young Londoners affected by violence expressed that there was a decrease in their involvement in criminal or violent activities.

92% For young Londoners impacted by sexual exploitation, an impressive 92% indicated that they had developed better strategies for coping with their challenges.

ACCESSING HOUSING AND SUPPORT

82% 82% of young Londoners impacted by violence said they found it easier to secure housing or receive housing support.

REDUCING RISK OF EXPLOITATION AND VIOLENCE, THROUGH IMPROVED FAMILY DYNAMICS AND MANAGING EMOTIONS.

Aaron is a 12-year-old boy that I worked with over a period of six months. From what I experienced, Aaron is joyful and very funny. He's got a great sense of humour. You can tell Aaron is the one who brings the joy and energy in the room. Especially when it's down he can lift it up again.

The best way to describe Aaron is as someone who is determined. If he's interested in something, he will do whatever he can to be the best and succeed.

Aaron appeared to have a happy life on the surface. However, he was experiencing troubles at home. The police visited the family home after a report of domestic violence. It was clear that the family situation was affecting Aaron and his siblings. For over ten years they had regularly been witnessing domestic violence and abuse in the home.

Due to this Children's Social Care placed Aaron on a Child Protection Plan. They referred Aaron into Safer London, due to further concerns that he was at risk of exploitation and grooming in the local community.

When he first started working with me Aaron was apprehensive, but you know, that's natural. I approached the first session as more of a conversation, rather than getting into the work itself. As time went on, he got to know me a bit more and I got to know him. I started to see his character more and he started to open up.

Aaron did have a problem concentrating and would often drift off. But if he's interested, he will engage. You just have to find a way that works for him. I had to adapt my sessions to make sure he stayed engaged. So, I thought of creative ways to work with him and it was important to structure sessions, so they were interactive.

I knew he loved drama and acting, and that he was involved in the end of school play. In one of our sessions, I helped him to practice his lines. I think he really enjoyed this because he didn't want to stop! This set us up for a great session and really helped me to build that all important relationship with Aaron.

Exploitation and grooming

Aaron's mum was concerned he was at risk of being exploited or groomed after he lied about his whereabouts. To address these concerns, a big focus of my work was around spotting the signs of exploitation and how Aaron could keep himself safe in certain situations.

We explored Aaron's understanding of exploitation by asking questions about what he thought exploitation was, what the signs of grooming are, and how to identify potential exploiters.

We then moved on to community safety. Together, we identified areas of risk and safety, so areas or places Aaron felt he might be exploited or groomed. From this we could identify places that felt safe and places that felt unsafe. Together we mapped this out and from there we're able to make a safety plan.

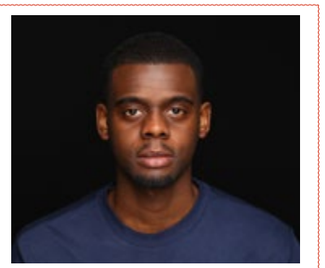
We focused a lot on what he would do if he found himself in a situation where he was getting groomed or exploited. It was simple strategies, such as keeping his distance from those who posed a risk by going to the next local shop and reaching out to his mother or other trusted adults.

Who Aaron could contact formed a key part of his safety plan. I put to him the question of who else he would call if he couldn't get through to his mum and he wasn't aware. I said, *you know you can call the police and they'll be able to help you, especially if the situation is very severe* and he understood that.

Aaron is now equipped to handle unsafe situations and protect himself effectively using his safety plan.

Meet Aaron's Caseworker!

Luke,
Specialist
Criminal Violence
Caseworker



Family dynamics

Despite Aaron having a good relationship with his mum, it was clear that we needed to improve their dynamic, particularly around trust and communication.

We had lots of conversations on how Aaron needs to be honest about his locations with his mum. I wanted him to understand that he didn't have to hide or lie about what he was doing. All he has to do is be honest. His mum wasn't going to stop him from going out and being with his friends. She wants him to have fun, but he had to be open about what he was up to and where he was going.

He was able to grasp that, and it changed the dynamics of the relationship. He began openly sharing his whereabouts and kept her in the loop, letting her know where he was going and who he was with. There was now a line of communication which brought that trust between them.

Over time I saw significant improvements in the relationship. Both Aaron and his mum expressed how it had improved. Aaron's mum told me he's speaking to her more and engaging in conversations. These were short and general, but conversations none the less. It let me know he was trying. He'd even started reading to his siblings and spending time playing with them. I could see that he actually wanted to build that relationship and have that trust with his mum, as well as be that big brother to his younger siblings.

Managing emotions

One of the things I wanted to work on with Aaron was conflict resolution. Sometimes Aaron struggled in managing his emotions effectively. In the first few months of starting secondary school, he got into a number of fights over a short period time. This raised concerns with the school, as they were worried about the possibility of this becoming a regular occurrence.

It was clear that if Aaron felt disrespected by someone, his immediate response was to retaliate. So, we worked together on ways to manage his emotions, but more importantly managing his reactions to those emotions.

It was about getting him to understand that he's going to feel angry, because everyone does, right? It's about how the response can cause that situation to get worse or better.

I focused on showing Aaron different ways of how to deal with situations and we did a lot of this through scenario-based work. I'd get him to think back to previous situations where he reacted in a way that caused more problems, and together, we explored alternative ways of dealing with those situations. Additionally, we worked through possible future scenarios. So, I'd put together a hypothetical situation and together we worked through ways he could handle that situation positively.

When it came to that conflict resolution, I could see a real growth in Aaron. I had conversations with Aaron's teachers where they told me he was getting into less fights and they could see that he was handling situations better. It was clear to me he'd improved his ability to manage difficult situations. With time he was able to deal with situations in a positive way. So instead of reacting, he was able to take a moment to breathe and step away, and then address it accordingly.

He was able to just think about the situations and not let his emotions take control of him. He was now the one in control.

My approach with Aaron was always about creating a space where he could be open. We talked about what he wanted to work on, what he felt comfortable talking about. I let him know if he needed support or help with anything, he could come to me, and if it wasn't something I could help with, I could draw on the professional network for assistance.

Sometimes I feel like young Londoners may have just missed out on certain lessons. Sometimes you just need to put it in front of them and they'll be like, *ohh, OK, I'm aware now*. I feel like this was the case for Aaron. He just needed to be guided.

I believe Aaron will continue to grow. His mind is focused and he knows what he needs to do. He has the fundamentals and he's been able to implement them. He has the ability to self-reflect and can communicate how he's feeling. I know from what I've seen that he can make major improvements and go far in life. I really feel like the future is bright for him.

Name changed to protect identity

HOW WE MEASURE OUR IMPACT

Measuring the long-term impact of our work has always posed a challenge. It becomes particularly difficult when we consider the complexities of the lives of the young Londoners we work with and the challenges they must overcome.

To address this issue and ensure consistency across all our work, we developed our first Theory of Change. This framework aims to measure outcomes across key areas of the young Londoner's journey.

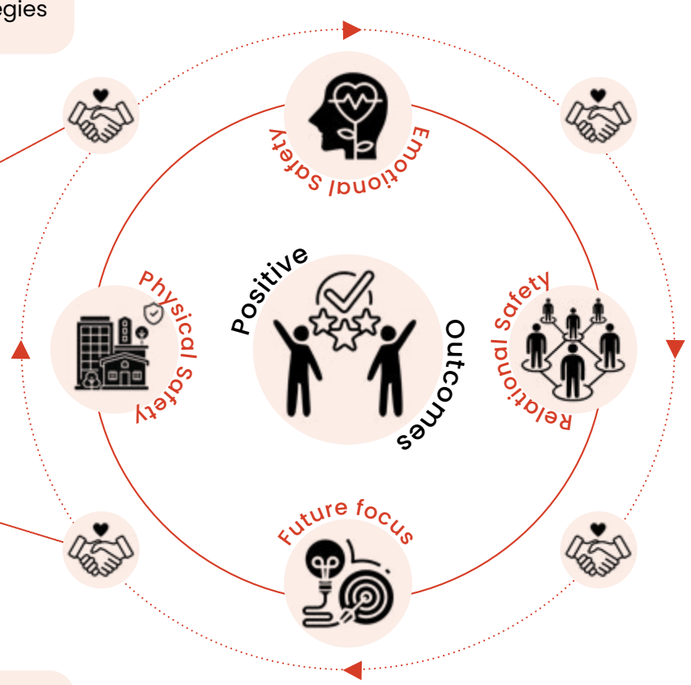
To assess against these outcome areas, young Londoners engage in discussions with their Caseworker, providing a rating of 0 to 4 against questions that explore each area in more detail.

This evaluation takes place at various points throughout their support, showcasing the progress achieved during their journey with Safer London.

SAFER LONDON OUTCOME MEASUREMENTS

Ensuring **physical safety** and wellbeing is paramount in each young Londoner's support journey. We concentrate on equipping them with knowledge on safe navigation through their environments, including online spaces, and empowering them to develop strategies for self-protection.

Emotional safety focuses on young Londoners' self-compassion, encompassing self-love, self-worth, self-esteem, emotional intelligence, and self-care.



All of these outcomes are underpinned by a **strong relationship** between the young Londoner and their dedicated Caseworker. This relationship is built on a solid foundation of trust and serves as the catalyst for change, enabling young Londoners to achieve progress in each outcome area.

Centred around a young Londoner's **future aspirations**, we strive to establish attainable goals, ensuring sustainability beyond the end of our support. Success in this area can be seen through improved understanding of financial skills and exploring education, employment, and training opportunities.

Focusing on a young Londoner's interactions within their peer networks, both positive and negative, this measurement involves fostering an understanding of **healthy relationships** and building supportive networks.

OUTCOME MEASUREMENTS: THE NUMBERS

Emotional safety

2 → 3

Average score at the start of the intervention

Average score at the end of the intervention

To assess emotional safety, Caseworkers engage in discussions with young Londoners asking questions around how they manage and navigate their emotions, feelings and responses during challenging and difficult times. These conversations also serve as a collaborative exploration of the young Londoner's self-perception and self-worth.

Relational Safety

2 → 4

Average score at the start of the intervention

Average score at the end of the intervention

To measure relational safety, Caseworkers talk to young Londoners about their peer relationships. Specifically they focus their questions around healthy versus unhealthy relationships, as well as whether young Londoners can identify risks within their peer networks, as well as where they can go to for sources of safety and support.

Physical Safety

3 → 4

Average score at the start of the intervention

Average score at the end of the intervention

To gain an understanding of a young Londoner's physical safety, Caseworkers ask questions that explore the spaces and places where young Londoners spend their time. Together, they discuss where young Londoners could experience harm and whether the young Londoner feels they are able to safely navigate that environment – whether that be in the physical or online world.

Future focus

73% At the end of the intervention, 73% of young Londoners felt they had a clear idea of what they wanted for themselves in the future and had a clear idea of how to achieve it.

85% Once their support with safer London came to an end, 85% of young Londoners felt they were on a path to being able to pursue and work towards their future goals.

UTILISING THE OUTCOME MEASUREMENT TOOLS TO NURTURE POSITIVE CHANGE

Jess was referred to Safer London after a disclosure of sexual assault and concerns of exploitation within her peer group. Despite a stable home life and good academic performance, Jess needed additional support to help manage the trauma she'd experienced. As Jess began working with her dedicated Caseworker, she was initially hesitant, but she soon revealed her vibrant personality. Shyness gave way to reveal an outgoing and very funny young woman who lit up the room.

We understand the value of a person-centred and trauma-responsive approach. From the start, Jess and her Caseworker engaged in open conversations, allowing Jess to choose what she felt comfortable discussing. Collaboratively, they identified the main priorities and tailored an action plan which was relevant and relatable. Clear timelines were set, and progress was consistently revisited to keep things on track.

The support provided was entirely centred around Jess, it was all about making sure she felt comfortable and that the sessions were relatable so she could engage. The focus was on tailoring accessible sessions, addressing challenging topics in an engaging manner. During one session, they made gingerbread houses to inject some fun into an otherwise heavy topic. The goal was to create an environment where Jess felt at ease, making her journey towards progress as smooth and enjoyable as possible.

It was important to create a safe space for Jess, a space where she knew that she didn't have to discuss her painful experiences, but if she chose to, her Caseworker would be there to listen. To create this safe space her Caseworker took the time to get to know Jess and what her interests were. As it turned out, Jess was deeply passionate about sports and actively involved with her local team. Leveraging this knowledge, her Caseworker used this as a foundation to establish and build trust.

Physical Safety: ability to navigate safe path through own environment

It was important to empower Jess so she could safeguard herself from potential harm, while also focusing on identifying the places where she felt the safest and happiest.

During their discussions, Jess and her Caseworker explored potential sources of harm, both in the online and offline worlds, ensuring she gained a clear understanding of what harm might look like and how she could effectively protect herself.

To address community safety, they explored various scenarios together which allowed Jess to visualise how she could keep herself safe in the community. They explored what unsafe and safe situations look like, especially in relation to potential harm from others. Jess was encouraged to understand that those who truly cared about her would never subject her to discomfort or danger. Additionally, she actively identified her trusted networks, forming a vital part of her safety plan. This plan involved sharing her whereabouts with those she trusted, which she was already doing, and keeping them updated about her plans.

Sessions exploring online safety opened Jess's eyes to the potential risks posed on the internet. Through these sessions, she gained valuable insights into navigating virtual spaces safely, particularly learning how to protect herself while using social media platforms.

Future focus: Finding purpose and making steps towards it.

Jess conveyed anxiety about her upcoming exams, so her Caseworker engaged in discussions with Jess' Mum, encouraging her to communicate directly with the school and GP. The goal was to ensure Jess had the support she needed during this critical period, allowing her to excel in her exams.

With her dedication to her sporting activities, there's a high likelihood of Jess achieving great success, even reaching a professional level. A goal and aspiration her Caseworker actively encouraged and supported.

Emotional Safety: Self compassion

Self-compassion and self-love were something Jess requested as part of her programme of support. They were the primary focus for her and the aspects that resonated most strongly with her. During their sessions, Jess and her Caseworker delved into the significance of self-love and self-care and exploring effective ways to manage emotions and stress. They utilised affirmations as a powerful tool, creatively incorporating positive statements that Jess could embrace and integrate into her life moving forward.

The empowering message Jess received from her Caseworker was: "Never allow others to define you. Your life is yours to live, free from the constraints of societal pressures. Don't let anybody tell you any different". This message not only reaffirmed and validated Jess' own thoughts and feelings but also provided the necessary encouragement and readiness to navigate the more challenging conversations ahead.

Relational Safety: Interactions with peer networks

Sex and consent were topics Jess was hesitant to discuss in detail, but were important to explore as part of her journey of support. While she was willing to approach the topic, she preferred not to delve into how it related to her past experiences.

Through creative and interactive sessions, the topic was explored in a sensitive way, ensuring that it didn't overwhelm her. Sessions were designed to not retraumatise Jess, respecting her boundaries and allowing her to vocalise her concerns at her own pace. Her Caseworker avoided discussing the traumatic aspects, creating a safe space for her to express herself freely.

The sessions emphasised the importance of consent, reaffirming that what Jess had experienced was not her choice or her fault and that she was a victim. Together, they explored the dynamics of relationships, focusing on the benefits of healthy relationships versus unhealthy ones, and also discussed the qualities of a good friend.

Jess' vast peer network was explored through mapping exercises. Jess had a lot of people around her and this deep dive into who these people were and what role they played in her life allowed Jess to see who she could rely on during times of need or crisis. This comprehensive analysis played a pivotal role in shaping her overall safety plan, empowering her to make informed decisions about whom to trust and lean on in critical situations.

Jess' engaging work plan played a pivotal role in the successful completion of the intervention. A personalised workbook became a cornerstone of Jess' support. This was tailored to her preferences and was something she could revisit. This invaluable resource contained all the information covered in the sessions, along with Jess' own reflections. Taking the lead in its design, she recorded the outcomes of each session, including activities like the pyramid exercise used to explore her relationships.

The workbook's flexibility allowed Jess to determine its contents and use it as a tool for retrospection. Moreover, it provided space for her Caseworker to contribute additional information, such as relevant resources on sensitive topics like sex and consent. This creative approach not only brought variety to the conversations but also allowed Jess to reflect on different aspects of her life.

By using the outcomes as outlined in the Theory of Change, Jess' Caseworker was able to scaffold support around Jess which focused on achieving positive outcomes in the areas of emotional, relational and physical safety, as well Jess' future focus. By including Jess in the coproduction of her action plan and by regularly revisiting this and measuring against the indicated outcomes, together they were able to help Jess achieve her goals and create sustainability that will allow for long lasting impact.

By the end of Jess' time with Safer London her self-confidence had soared. She was positive and enthusiastic throughout her support, bringing joy and laughter to every session. It can often be sad when support comes to an end, but it's the sign that the young Londoner no longer needs us – which is only a positive. In the case of Jess, it was clear she was on a path to a positive future.

Name changed to protect identity

REFLECTIONS AND LEARNING: LOOKING BACK

Self-reflection holds great significance.

It allows us to gain valuable insights from our past experiences, which in turn shapes our path for the future. It encompasses not only acknowledging and celebrating our accomplishments, but also critically examining areas that require further growth and development.

Each year we set ourselves three big aims. Here's how we fared against what we set out to achieve last year.

1.

Further our journey to becoming a fully trauma-responsive organisation and making steps towards it.

Trauma can have a profound and lasting impact on young Londoners, families and communities. Trauma overwhelms a person's ability to cope and can significantly affect their mental, emotional, and physical wellbeing. By ensuring we are a fully trauma-responsive organisation we will be able to create safe and supportive environments that will enable young Londoners to overcome their trauma and move onto positive futures.

Last year, we took a significant step forward in our journey to become a fully trauma-informed organisation by engaging the expertise of Betsy De Thierry, a renowned trauma recovery trainer and consultant. By delivering a comprehensive programme of trauma training for the entire Safer London team, from those providing direct support to our central resources team, we are ensuring that a comprehensive understanding and knowledge of the effects of trauma and its manifestations in young Londoners is permeated throughout every aspect of Safer London.

By doing so, we have woven a powerful golden thread that unifies us all.

2.

We want to work in partnership with community organisations to grow real local responses to violence and exploitation.

At Safer London we are confident in our abilities of working one-to-one with young Londoners and families who need specialist and intensive support. Our primary challenge lies in direct community engagement.

As a London wide organisation operating on a substantial scale, we currently lack those community connections. To bridge this gap, we recognised the need to collaborate and partner with established organisations and groups already embedded in local communities.

Last year we partnered with Code 7 to facilitate peer group initiatives in Lambeth's communities. With strong roots in the community and locally respected teams, Code 7 is well positioned to deliver this form of outreach on our behalf. Building on this partnership we are now in the early stages of exploring and establishing a parents' network in Lambeth. This peer support network will allow parents affected by violence and exploitation to support one another.

Furthermore, we widened our own networks of grassroots and community organisations, building relationships with culturally sensitive organisations. This allows us to refer those we work alongside to services and support that are tailored and equipped to address their specific needs.

3.

Our services and delivery will be shaped by young Londoners, and we will build pathways for them to influence delivery, development and decision making.

In 2020, in the midst of the global pandemic, we welcomed the first cohort of the Safer London VIPs. Since then we've made leaps and strides. Last year we set out to ensure the VIPs were central to how we worked and that they gained exposure to a range of Safer London colleagues, from practitioners right up to the CEO. We have witnessed youth voice grow and develop over the past few years, showing real benefits not just for us as an organisation, but for the young Londoners who are part of the VIP group.

We wanted to find a visually engaging way to showcase what participation looks like at Safer London, and more importantly the difference it makes. So, we brought together the VIPs to create the Safer London Youth Voice & Participation tree.

Through collaborative discussion and creative activities we focused on six main areas:

- The Seed: The purpose and motivation behind participation.
- The Roots: Shared values for us and the VIPs.
- The Trunk: What supports effective participation.
- The Branches: How we facilitate successful.
- The Leaves: The difference it makes – impact and outcomes.
- The Sun and Rain: What allows participation to develop and grow.

As this work evolves and progresses more and more leaves will be added to the tree. The more our participation work develops, the more difference we can make for all the young Londoners we work with.

SAFER LONDON YOUTH VOICE AND PARTICIPATION TREE

The sun and rain foster growth by promoting effective communication, leveraging social media, and encouraging new participants to join the VIP group. These elements enable the Youth Voice and Participation Tree to flourish and grow.

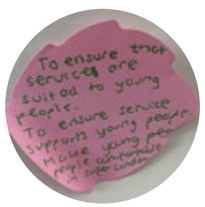
The leaves represent the impact, tangible outcomes and transformative effects of youth participation, such as improved confidence, practical skills, and a safer environment. Through participation young Londoners feel validated, and their ideas lead to positive change and innovation.

The branches symbolise the diverse and dynamic methods through which Safer London and the VIP group nurtures and amplifies youth voice. These activities and initiatives create a space for young Londoners to grow, learn, and actively contribute.

The trunk of the Youth Voice and Participation Tree serves as a solid foundation, nurturing and sustaining youth voice and participation. It empowers young Londoners by providing opportunities, work experience, and a supportive team that values their opinions and ideas.

The roots of the Youth Voice and Participation Tree form the foundation of this vibrant community at Safer London. Anchored in core values like kindness, empathy, and respect. These values create a positive and supportive environment where everyone feels heard and valued.

The seed of the Youth Voice and Participation Tree is like the fuel that keeps the young Londoner Safer London VIP group going. The VIPs shared their individual reasons, like wanting to make new friends, learn from different perspectives and making sure services are tailored to young people's needs.



REFLECTIONS AND LEARNING: LOOKING AHEAD

In 2020 Safer London launched its first Strategy A Safer London for Everyone: People, Peers and Places.

Setting strategic goals is vital for any charity. It sets direction and focus by defining purpose, vision, and mission, which in turn guides decision making, actions and next steps, and how we allocate resource and funds.

Our big three areas of focus as we enter the penultimate year of our strategy:

1.

Taking a closer look at the Safer London Front Door

In the first year of our five-year strategy, we implemented the Safer London Front Door. A single point of entry for all young Londoners and families who access Safer London's support and services. This enabled us to allocate the right workers and ensure no referrals were missed. It has also meant that safeguarding and EDI are considerations prioritised the moment a young Londoner or family member is known to Safer London.

Now we want to make sure it's the best it can be.

Going forward we will look at carrying out an internal review of the Front Door, making sure it is efficient, effective and adequate for both professionals and those who use our services. We will also look to share our learnings with others.

2.

Formalising a set of behaviours to enhance service delivery and support

Since launching our first organisational strategy in 2020, we have achieved numerous significant milestones. This includes a Theory of Change that underpins our delivery work across our three strategic areas of People, Peers and Places.

Additionally, we've introduced new outcome measurement tools to more effectively measure the difference we make. Substantial investments have also been in enhancing our workforce development offer. This includes a new training system, as well as a programme of activities overseen and managed by a workforce development coordinator.

We always strive to ensure our team is delivering the best possible support to the young Londoners they work alongside. Support that is in line with values and behaviour expected at Safer London.

This year we are developing our first behaviours framework. This framework will empower the entire Safer London team with a comprehensive understanding of what effective behaviours are required at different levels in the organisation. This framework will be developed in collaboration with all those within the organisation and will be used as part of the performance management process to discuss and evaluate performance.

This will run alongside the important work we have already done to improve our people management process, which includes discussions around case management, as well as EDI and intersectionality.

3.

Continuously reviewing the landscape in which young Londoners operate and swiftly adapting to emerging themes with agility.

Being agile and responsive to emerging themes is crucial in the development of services for children and young people affected by violence and exploitation.

Young Londoners whose lives are impacted by violence and exploitation often contend with complex challenges. It is only by taking a dynamic and adaptable approach to service development and provision, that we can hope to align with the evolving needs of the young Londoners we work alongside.

Over the past year we have noticed a significant gap in our service delivery and support. Often, we see young Londoners accessing Safer London's services who are neurodivergent or have SEND, whether this has been formally diagnosed or remains undiagnosed.

We know we need to create impactful, responsive, and tailored interventions that genuinely address the challenges faced by this demographic.

Going forward our focus will be on developing new roles designed to cater to the specific requirements of young Londoners with neurodivergent needs.

While our team of Caseworkers are well adept and have had training to support those who are neurodivergent, we acknowledge the importance of bringing in specialised expertise around this area.

This will not only better serve young Londoners, but also enhance the capabilities of the wider Safer London team.

CEO REFLECTIONS

"The needs of young Londoners are unique to each child or young person, but one common thread among them all is the profound impact austerity has on their lives and the services available to them. This is compounded by the ongoing cost-of-living crisis, and it is painfully evident how this affects the daily lives of countless young Londoners.

The lingering impact of the pandemic continues to affect the emotional wellbeing of many young Londoners. The harm that extends beyond the confines of young Londoners' homes, makes the experience of living in the city difficult for many young Londoners who struggle to find hope and opportunities. All these factors mentioned simply compound year on year.

To put it simply, we are asking young Londoners to thrive in a city with huge inequalities, where opportunities for many are non-existent. Employment opportunities are limited for some, housing is scarce for all, and there are places that remain unsafe for many young Londoners.

Additionally research[6] published this year concludes that "Britain is not close to being a racially just society". Consequently, we cannot turn a blind eye to the impacts of social injustice, a known driver of violence.

In a system that appears increasingly strained due to limited resources, we made it a priority last year to forge partnerships within the professional network. We recognise that safeguarding children and young people cannot be accomplished in isolation. Last year, we enhanced our decision-making processes at Safer London's Front Door, ensuring thorough reviews of requests when multiple agencies are involved. This reduces duplicating work and ensures that all decisions prioritise the best interests of the child.

As part of our five-year strategy our commitment includes providing a single, consistent point of contact for young Londoners. We adopt a team-around-the-worker model, allowing individual Caseworkers to tap into a wealth of information we hold as an organisation, while continuing to serve as the primary point of contact for the child or young person.

Our work remains adaptable, offering flexibility for the Safer London team and we offer the young Londoners a blend of in-person support alongside online check-ins and conversations.

Guided by fundamental principles, we place the safeguarding of young Londoners at the heart of everything we do. This is deeply rooted within our core one-to-one intervention work, an offer that is strong and robust.

Yet, we acknowledge that there is still more that needs to be done.

Looking to the future, we aim to strengthen our community intervention offer. Place-based interventions are relatively new terrain across the sector, and it takes time to develop initiatives that foster genuine sustainability within the community itself. However, we have assigned a dedicated worker to spearhead this work, and we are confident that we will make significant progress in the coming year.

Another priority in the coming year is an increased commitment to amplifying the voices of young Londoners. This includes putting the processes and support in place to make sure the issues that are important to them are heard by those who can influence and create change.

I am immensely proud of the entire Safer London team. Every single person who works here is dedicated and passionate about promoting the safety and welfare of young Londoners. However, when I look back and reflect on our accomplishments as an organisation my thoughts are always taken to the achievements made by the young Londoners we work alongside.

These are young individuals who are having to navigate through incredibly tough environments. It is through their own resilience that they are able to find a positive focus for their future."

Sherry Peck, CEO

HOPE FOR THE FUTURE: REINFORCING THE DAM

Although the risks of harm to young Londoners, and indeed all children and young people across the UK, can't be eliminated, there is hope for the future. Work can be done to close those cracks and reinforce the dam.

This can only be done by working in collaboration. Together, we can strengthen the dam and divert future fractures.

Government, both local and national, statutory services, third-sector organisations, and communities, as well as children and young people themselves, hold the key to change.

Until that time, we will continue our work with young Londoners and families. We will continue to invest in the Safer London team, work in harmony with others, and support and nurture community groups.

We're calling for:

- Everyone to prioritise a safeguarding approach when working with children and young people. We must work to break down the preconceived notion of young people by labelling them as either victims or perpetrators. This will ensure that safeguarding never falls short and will avoid the criminalisation of children.
- Everyone to treat children and young people as such - children and young people. The adultification of children and young people is detrimental to their wellbeing and hinders their personal development. We must stop viewing them through the lens of adults.
- Policy and legislation that puts children's rights front and centre. This must be informed by the voices and experiences of children and young people.

At Safer London, we firmly believe there can be a positive future for every child and young person affected by violence and exploitation.

We will continue to work closely with all our partners and funders to ensure that young Londoners are getting the support they need.

A theme we consistently observe throughout our work is resilience. The young Londoners we work alongside display incredible resilience every day. The strength and determination to forge their paths toward a positive outcome are unparalleled.

This resilience is truly what allows young Londoners to rise above.

THANK YOU & ACKNOWLEDGEMENTS

The Safer London Senior Leadership Team and Board of Trustees want to extend their thanks to all of our partners, funders and supporters who allow us to continue our work, ensuring young Londoners have the future they deserve.

What we achieved last year wouldn't have been possible without the support and dedication of the incredible Safer London team and of course the young Londoners and families we worked alongside.

To them we say our biggest thank you - without you there is no Safer London.

Our sincere gratitude and thanks to our supporters, funders and partners:

- Catch 22
- Charles S French Charitable Trust
- City Bridge Trust
- Code 7
- Esmée Fairbairn Foundation
- Exit Hate UK
- Help for Children UK
- KIKIT
- Mayor's Office for Policing and Crime (MOPAC)
- Ministry of Justice (MoJ)
- NHS South East London Integrated Care System
- Participation People
- Paul Hamlyn Foundation
- Royal Borough of Kensington & Chelsea
- Spitfire Audio
- The London Community Foundation
- The Master Poulter's Pelican Trust
- Vanguard Group Foundation
- WAGN
- The many schools and individuals who fundraised to support our work.

Safer London Trustees 2022 | 2023:

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair
- Valerie Floy, Hon. Treasurer
- André Campbell
- Anthony Gunter
- Gemma Bailey
- Baroness Sally Hamwee
- Tim Jones
- Vaneesha Bailey

This report was made with support and input from:

- The Safer London VIPs
- Asani, Youth Voice and Participation Tree Illustrator
- Participation People
- Neck of the Woods Films
- The entire Safer London team

Financial Review

SAFER LONDON'S FINANCIAL POSITION AT THE END OF THE REPORTING PERIOD

Our income in 2022/2023 was £3,632,726. Our focus continued to be on consolidation rather than significant growth. This was in line with our strategic priorities and an acknowledgment that there would be a lead in time required to develop a mature pipeline of funders in order to deliver future growth.

We started the year with a total of £3,469,203 of secured income and generated £163,523 in year. We deferred a total of £291,486 to 2023/2024.

This increase in funds was due to securing increased investment in our delivery, in response to additional demand for our service and in order to respond to new and evolving needs that were emerging through practice.

2022/2023 income is a 2% increase on the income raised in 2021/2022 (£3,558,113). At the same time expenditure increased by 9% to £3,591,512 (2021/2022: £3,287,587).

Safer London receives occasional donations from individuals or small groups who have raised funds in aid of our work, as well as donations and in-kind assistance from private sector supporters. However, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations.

RESERVES POLICY

Safer London has a reserves policy specifically to support its aims to hold sufficient reserves to:

- enable normal operating activities to continue for a
- specific period should a shortfall in income occur;
- take account of potential risks and contingencies that may arise from time to time, such as when projects overrun or unplanned events occur;
- acknowledge that there will be times when the size of the business cannot scale back sufficiently in line with contracts lost. For example, where to do so would result in a gap in key personnel which would in turn limit Safer London's ability to operate effectively, meet its charitable purpose, or grow in the future;
- maintain a presence in the sector;
- cover any known liabilities such as rental agreements which cannot be immediately scaled back in line with changes to the size of the business;
- ensure an orderly close-down of the business if required.

"As a result of the process set out above and acknowledging the challenging external environment, the Board of Trustees believes that a target reserves range of £360,000-£600,000 meets the charity's needs."

Finally, the Reserves Policy states the following in relation to the desired levels of reserves for Safer London:

The actual level of reserves as of 31 March 2023, as reported in this annual report and financial statements, was £806,478 which is above our reserves range as presented in the current Reserves Policy.

RESERVES POLICY (cont)

Due to the expected recommissioning of some of Safer London's services it has been agreed to maintain the levels of reserves above the current policy range during this period of uncertainty. This will enable Safer London to confidently manage any potential liabilities. When Safer London has further clarity, the policy may be reviewed as required and the following steps would be taken to maintain the agreed level of reserves:

- appropriate internal investment in the charity's future development;
- investing reserves as appropriate in line with our Investment Policy.

Whilst reserves are currently above the range set out in the threshold we will continue to apply the following principles to ensure reserve levels are maintained:

- continue to secure sufficient income to fund our activities, and only commit to new activities where we are confident sufficient funding can be secured, based on our full-cost- recovery methodology;
- explore diversification of funding via the income generation plan;
- pursue an income generation plan that will seek to both fund delivery aspirations and generate unrestricted surplus to maintain them.

SAFER LONDON'S ABILITY TO CONTINUE AS A GOING CONCERN

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2023 to 30 June 2024 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget. Safer London is also confident that TUPE would apply to our contracts and therefore our staffing liabilities woul reduce significantly.

The budget for 2023/2024 shows a surplus of £29,000 and cash flow forecasts show a positive cash position at 31 March 2024 of £832,000, with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of reserves as of 31 March 2023 was £806,478, with free reserves of £792,994, which is above the reserves range as presented in the current Reserves Policy. Safer London have sought to maintain increased reserves due to an ongoing tender process. If TUPE were not to apply for some reason Safer London is in the financial position to be able to meet potential liabilities within the reserves we hold.

INVESTMENT AND TREASURY MANAGEMENT POLICY

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the charity on a day-to-day basis, will keep the available funds in low-risk bank deposits despite the poor interest returns on such deposits.

This policy will remain in place until such time as unrestricted reserves, after appropriate internal investment in the charity's future development, reach a level where options offering higher returns – although with associated increase in risk that comes with a broader spread of investment options - can be considered.

FUNDRAISING STATEMENT

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that run contrary to our overall aims. These include companies, organisations or individuals who directly block or actively work against young people both in the UK and overseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

We fund our work through services delivered on behalf of statutory agencies and we seek funding for our work from institutional donors and grant-giving trusts. We also advertise opportunities to fundraise in aid of Safer London on our website and social media. Where we receive donations from the public, they are usually processed through accounts with reputable online platforms such as Just Giving.

Safer London makes it clear on our website how complaints can be made about any aspect of our activity. We received no complaints in relation to our fundraising activity this year.

All fundraising is carried out by employees of Safer London. This year we did not employ professional fundraising agencies or any other third parties to fundraise on our behalf.

The charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we did not buy any data lists, and we never sell our supporter's data. We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

The charity adheres to the standards in compliance with the Code of Fundraising Practice. Fundraising activities are led by the Head of Business Development and are monitored by the wider Senior Leadership Team.

The Trustees are involved in setting the charity's approach to raising funds, and regular reporting to the Trustees provides assurance that our activities follow this approach in practice and reflect the charity's values.

PAY POLICY FOR KEY MANAGEMENT PERSONNEL AND SENIOR STAFF

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff.

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

The CEO pay is defined on an agreed 5 point pay scale which forms a part of the overall organisational pay and grading structure.

Regular, independent benchmarking of pay bands for charities of a similar size is undertaken alongside a benefits review.

Roles are evaluated in line with our Job Evaluation scheme. Job Evaluations are carried out by a panel of senior staff trained as job analysts.

RECRUITING AND APPOINTING NEW CHARITY TRUSTEES

Our Trustees are responsible for setting the strategy and delivery objectives of Safer London. In accordance with the Articles of Association the minimum number of Trustees at any one time is three. There is no maximum number.

Trustees are appointed by resolution of current Trustees and, at each Annual General Meeting, one third of the Trustees must retire from office If the number of Trustees retiring for their own reasons does not come to a third of their number then the appropriate number of those who have served the longest will be asked to retire. They may be re-appointed by ordinary resolution of the Board if they indicate that they wish to re-stand for the Board.

Candidates for Trustee roles go through a robust application, recruitment and selection process. They are also vetted through DBS.

Once appointed new Trustees are given a formal programme of induction which includes safeguarding training aligned with the charity's core activities. Further opportunities for training, both internal and external, are provided to each trustee during their term of office as appropriate.

The Trustees consider that the Board of Trustees, who are the charitable company's Directors, and the Senior Leadership Team (SLT) comprise key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis.

All Trustees give their time freely and no Trustee received remuneration in the year.

RISK MANAGEMENT

Safer London issued a Risk Management Policy in 2018 and this was last updated in May 2022. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Safer London has a Risk Management Subgroup which meets as a minimum 4 times per year. This group is made up of the Deputy CEO, the EA to the CEO, the Head of Safeguarding & Quality Practice and the Deputy Head of Practice. A Trustee is invited to join meetings according to availability.

Significant – red - risks (score of 15+) are shared with the Board at each quarterly Board meeting. Red risks are reviewed by the Risk Subgroup at each meeting and recommendations shared with SLT. The Corporate Risk Register is reviewed in its entirety by the Risk Subgroup on a regular basis. It is reviewed in full by the Board once a year.

Examples of key non-financial risks on the register include:

- Children, young people and families working with/employees working for Safer London experience significant harm or an incident which triggers the Need-to-Know policy, which may result in reputational damage, possible intervention from statutory or regulatory bodies, further operational risk, and the loss of employees due to the emotional impact. [Operational risk]
- Failure to recruit and retain appropriately skilled staff, which could result in loss of contracts if not mobilised within timescale, could increase the costs associated with training staff, result in higher turnover and potential safeguarding risk. [Operational risk]
- Failure to comply with legislation/guidance e.g. charities act, GDPR/Data Protection Act, Health & Safety, employment legislation. Which could lead to fines, tribunals, loss of contract, reputational risk. [Compliance risk]

The risk register is additionally reviewed in its entirety by the SLT every quarter.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise. Horizon scanning of risks is part of the standard agenda of the Risk Management Sub group.

For each risk identified Safer London looks at existing controls that already seek to reduce the negative effect of the risk (mitigation) or the likelihood of it occurring.

In addition, further actions are identified as part of the risk management sub group and SLT focus on risk to ensure that we continually seek to mitigate against the risks posed to the organisation.

INSURANCE COVER

The charity purchases insurance to cover its Trustees against their costs in defending themselves in civil legal proceedings taken against them in that capacity and in respect of damages resulting from the unsuccessful defence of any proceedings.

During the period under review Safer London held Professional Indemnity and Crisis Management cover provided by Hiscox. Separate Cyber Insurance is provided by CVC. For all other aspects of Safer London operations including building, contents and assets a policy is provided by Aviva.

TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Safer London for the purposes of company law) are responsible for preparing the Trustees' 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 year which give a true and fair view of the state of affairs of the charitable company and of the income and xpenditure for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to 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 charity 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.

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.

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.

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or key staff member of the charity and an external funder or provider of goods or services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. This is done via an annual declaration of any such transactions as well as in-year disclosures as appropriate.

Statement as to disclosure to our auditors

Insofar as the Trustees are aware at the time of approving this Trustees' annual report there is no relevant information of which the charitable company's auditor is unaware, and 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 auditor is aware of that information.

This report was approved by the Trustees on 22nd November 2023 and signed on their behalf by: Janine McDowell, Chair.

Independent Auditor's report to the trustees of Safer London

OPINION

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 the charitable company's 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 annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other nformation contained within the annual report and financial statements. 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

IIn our opinion, based on the work undertaken in the course of the audit: the information given in the Trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Trustees' report, which is also the directors' report for the purposes of company law, 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' report. We have nothing to report in respect of he following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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 is detailed below:

- the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation); and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of key management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested and reviewed journal entries to identify unusual transactions;
- tested the authorisation of expenditure, ensuring expenditure was approved in line wih the charitable company's financial procedures;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

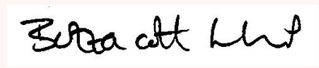
There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS (cont)

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion. A further description of our responsibilities is available on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.



Katharine Patel (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

12 December 2023

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

STATEMENT OF FINANCIAL ACTIVITIES YEAR TO 31 MARCH 2023 (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Income from:							
Donations and legacies	1	**59,816**	**60,000**	**119,816**	64,824	45,000	109,824
Charitable activities	2	**36,038**	**3,476,872**	**3,512,910**	207,508	3,240,781	3,448,289
Total income		**95,854**	**3,536,872**	**3,632,726**	272,332	3,285,781	3,558,113
Expenditure on:							
Raising funds	3,4	**54,640**	**106,937**	**161,577**	1,806	120,490	122,296
Charitable activities	3,4	**—**	**3,429,935**	**3,429,935**	—	3,165,291	3,165,291
Total expenditure		**54,640**	**3,536,872**	**3,591,512**	1,806	3,285,781	3,287,587
Net income and net movement in funds		**41,214**	**—**	**41,214**	270,526	—	270,526
Reconciliation of funds:							
Funds brought forward at 1 April 2022	12	**765,264**	**—**	**765,264**	494,738	—	494,738
Funds carried forward at 31 March 2023	12	**806,478**	**—**	**806,478**	765,264	—	765,264

All income and expenditure derives from continuing operations.

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

The notes on pages 71 to 82 form part of these financial statements

BALANCE SHEET 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible fixed assets	9		**13,484**		17,674
Current assets			**1,554,362**		1,464,729
Debtors	10	**827,499**		886,369	
Cash at bank and in hand		**726,863**		578,360	
Liabilities					
Creditors: amounts falling due within one year	11	**(761,368)**		(681,555)	
Net current assets			**792,994**		783,174
Creditors: amounts falling due after more than one year	11		**—**		(35,584)
Total net assets			**806,478**		765,264
The funds of the charity					
Restricted funds	12		**—**		—
Unrestricted funds	12		**806,478**		765,264
			806,478		765,264

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved by the Trustees of Safer London, Company Registration Number 05190766 (England and Wales), and signed on their behalf by:

Chair: Janine McDowell
Approved on: 22nd November 2023

STATEMENT OF CASH FLOWS YEAR TO 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	**153,353**	148,421
Cash flows from investing activities			
Purchase of tangible fixed assets		**(4,850)**	(10,811)
Net cash (used in) investing activities		**(4,850)**	(10,811)
Net increase in cash and cash equivalents		**148,503**	137,610
Cash and cash equivalents at 1 April 2022	B	**578,360**	440,750
Cash and cash equivalents at 31 March 2023	B	**726,863**	578,360

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

A. Reconciliation of net movements in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the period (as per statement of financial activities)	**41,214**	270,526
Adjustments for:		
Depreciation charges	**9,040**	7,889
Decrease (increase) in debtors	**58,870**	(579,721)
Increase in creditors	**44,229**	449,727
Net cash provided by operating activities	**153,353**	148,421

B. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	**726,863**	578,360
Total cash and cash equivalents	**726,863**	578,360

C. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	578,360	148,503	**726,863**
Total	578,360	148,503	**726,863**

A statement of net debt has not been presented above as the charity held no debt during the year.

PRINCIPAL ACCOUNTING POLICIES 31 MARCH 2023

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 March 2023 with comparative information provided in respect to the year to 31 March 2022.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financia statements.

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

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgment

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates. The key items in the financial statements where these judgements and estimates have been made comprise:

- estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation charge;
- determining the basis for allocating support costs;
- assessing the charity's ability to continue as a going concern.

Going concern

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements.

TThe Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2023 to 31 March 2024 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2023/24 shows a surplus of £29,000, and cash flow forecasts show a positive cash position at 31 March 2024 of £832,000, with the charity's latest set of management accounts showing they are on track to achieve this.

The charity's reserves position has also improved on last year. Free reserves at 31 March 2023 are over the range set by the trustees' reserves policy, and this is forecast to continue into 2023/2024.

Safer London is seeking to diversify its income to reduce the reliance on its main funder, and to enable it to build on its existing reach.

The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing these financial statements.

PRINCIPAL ACCOUNTING POLICIES 31 MARCH 2023 (cont)

Income

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a evel of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from grants and contracts are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity.

The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure(cont)

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include, HR support, IT infrastructure and support, governance costs and administration.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

Expenditure on raising funds includes all expenditure associated with generating fundraised income, as well as any associated support costs.

Termination benefits, included redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be measured reliably. All expenditure is inclusive of irrecoverable VAT.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

PRINCIPAL ACCOUNTING POLICIES 31 MARCH 2023 (cont)

Tangible fixed assets and depreciation

Tangible fixed assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

- Leasehold improvements - Over the life of the lease
- Fixtures and fittings - 33%
- Computer equipment - 33%

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

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

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

Financial instruments

The charity holds only basic financial instruments. The financial assets and liabilities of the charity are as follows:

- Financial assets - Trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 10. Prepayments are not financial instruments.
- Cash at bank - is classified as a basic financial instrument and is measured at face value, as presented on the balance sheet.
- Financial liabilities - Trade creditors, other creditors and accruals are basic financial instruments, and are measured at amortised cost as detailed in Note 11. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver charitable services rather than cash or another financial instrument.

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2023

1. Income from donations and grants

	Unrestricted funds £	Restricted funds £	**Total funds 2023 £**
Donations	54,996	—	**54,996**
Grants	4,820	60,000	**64,820**
	59,816	60,000	**119,816**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2022 £*
Donations	*61,066*	—	*61,066*
Grants	*3,758*	*45,000*	*48,758*
	64,824	*45,000*	*109,824*

2. Income from charitable activities – by type

	Unrestricted funds £	Restricted funds £	**Total funds 2023 £**
People	27,762	2,678,412	**2,706,174**
Peers	6,425	619,887	**626,312**
Places	1,851	178,573	**180,424**
	36,038	3,476,872	**3,512,910**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2022 £*
People	*157,992*	*2,467,462*	*2,625,454*
Peers	*35,001*	*546,630*	*581,631*
Places	*14,515*	*226,689*	*241,204*
	207,508	*3,240,781*	*3,448,289*

NOTES TO THE FINANCIAL STATEMENTS YEAR TO 31 MARCH 2023 (cont)

3. Analysis of expenditure on charitable activities – by fund

	Unrestricted funds £	Restricted funds £	**Total funds 2023 £**
Raising funds	54,640	106,937	**161,577**
Support and Outreach	—	3,429,935	**3,429,935**
	54,640	3,536,872	**3,591,512**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2022 £*
Raising funds	*1,806*	*120,490*	*122,296*
Support and Outreach	—	*3,165,291*	*3,165,291*
	1,806	*3,285,781*	*3,287,587*

4. Analysis of expenditure on charitable activities – by type

	Activities undertaken directly £	Support Costs £	**Total funds 2023 £**
Raising funds	110,323	51,254	**161,577**
Support and Outreach	2,522,944	906,991	**3,429,935**
	2,633,267	958,245	**3,591,512**

	Activities undertaken directly £	*Support Costs £*	*Total funds 2022 £*
Raising funds	*75,818*	*46,478*	*122,296*
Support and Outreach	*2,348,030*	*817,261*	*3,165,291*
	2,423,848	*863,739*	*3,287,587*

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023 (cont)

5. Analysis of direct costs

	Total 2023 £	Total 2022 £
Direct staff costs	**2,094,424**	1,793,802
Direct costs of support and outreach	**426,173**	522,152
Staff and volunteer travel and subsistence	**15,990**	20,581
Fundraising and publicity	**29,386**	24,823
Staff training	**67,294**	62,490
	2,633,267	2,423,848

6. Analysis of support costs

	Total 2023 £	Total 2022 £
Support staff costs	**357,825**	244,354
Depreciation	**9,040**	7,889
Rent, rates and service charges	**114,759**	124,965
Other building costs	**30,909**	24,095
Professional fees (including IT and accounting support)	**148,735**	86,296
Insurance	**7,952**	7,646
Finance & IT support	**77,627**	87,961
HR support, recruitment and training	**87,824**	135,192
Hospitality	**14,061**	10,837
Office, computer and website costs	**77,101**	112,536
Governance costs (see note 7)	**32,412**	21,968
	958,245	863,739

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023 (cont)

7. Governance costs

	Total 2023 £	Total 2022 £
Auditors' remuneration – audit of the financial statements	**17,250**	14,700
Auditors' remuneration – other services	**2,880**	4,320
Legal fees	**12,282**	2,948
	32,412	21,968

8. Staff costs

	Total 2023 £	Total 2022 £
Wages and salaries	**2,180,797**	1,827,300
Social security costs	**214,275**	167,001
Pension costs	**57,177**	43,855
	2,452,249	2,038,156

The charity paid out redundancy costs of £29,659 in the year (2022: £3,423). The cost has been included within direct costs. There were no amounts outstanding at the year end.

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

	Total 2023 No.	Total 2022 No.
Projects, fundraising and management	**59**	57

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023 (cont)

8. Staff costs (cont)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Total 2023 No.	Total 2022 No.
£60,001 - £70,000	**2**	-
£90,001 - £100,000	**1**	1

During the year, no Trustees received any remuneration or other benefits (2022 - none).

During the year, no Trustee expenses have been incurred (2022 - none).
The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £555,660 (2022 - £534,756).

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff:

- Chief Executive Officer - Sherrylyn Peck
- Deputy CEO
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Head of Development

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

9. Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment £	Computer equipment £	**Total £**
Cost				
At 1 April 2022	55,206	42,593	116,403	**214,202**
Additions	-	-	4,850	**4,850**
At 31 March 2023	55,206	42,593	121,253	**219,052**
Depreciation				
At 1 April 2022	47,870	42,593	106,065	**196,528**
Charge for the year	4,747	-	4,293	**9,040**
At 31 March 2023	52,617	42,593	110,358	**205,568**
Net book values				
At 31 March 2023	2,589	-	10,895	**13,484**
At 31 March 2022	7,336	-	10,338	**17,674**

10. Debtors

	Total 2023 £	Total 2022 £
Trade debtors	**247,500**	480,053
Prepayments and accrued income	**579,999**	406,316
	827,499	886,369

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

11. Creditors: Amounts falling due within one year

	Total 2023 £	Total 2022 £
Trade creditors	**127,999**	144,576
Other taxation and social security	**53,304**	46,924
Accruals and deferred income	**580,065**	490,055
	761,368	681,555

Creditors: Amounts falling due in more than one year

	Total 2023 £	Total 2022 £
Trade creditors	**-**	35,584
	-	35,584

Deferred income (included above)

	Total 2023 £	Total 2022 £
Deferred income at 1 April	**305,440**	118,859
Resources deferred during the year	**291,486**	305,440
Amounts released from previous periods	**(305,440)**	(118,859)
Deferred income at 31 March	**291,486**	305,440

Income has been deferred in respect of grants and contracts relating to the 2023/2024 and 2024/2025 financial years.

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023 (cont)

12. Statement of funds – current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers In/Out £	Balance at 31 March 2023 £
Unrestricted funds				-	
General funds	765,264	95,854	(54,640)	-	**806,478**
Restricted funds					
MOPAC (Victim's Fund)	-	552,000	(552,000)	-	-
Paul Hamlyn Foundation	-	60,000	(60,000)	-	-
City Bridge Trust	-	45,300	(45,300)	-	-
Help For Children UK (CSE)	-	23,698	(23,698)	-	-
Esmée Fairbairn Foundation	-	52,099	(52,099)	-	-
Vanguard (Community Support Work)	-	35,584	(35,584)	-	-
MOPAC (Children Affected by Violence)	-	2,050,000	(2,050,000)	-	-
MOPAC (Rescue & Response)	-	261,344	(261,344)	-	-
MOPAC (Pan London Housing Reciprocal)	-	248,681	(248,681)	-	-
Home Office County Lines Victim Support	-	66,565	(66,565)	-	-
Ministry of Justice via MOPAC	-	141,600	(141,600)	-	-
Total restricted funds	-	3,536,872	(3,536,872)	-	-
Total funds	765,264	3,632,726	(3,591,512)	-	806,478

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023 (cont)

12. Statement of funds – prior year

	Balance at 1 April 2021 £	*Income £*	*Expenditure £*	*Transfers In/Out £*	*Balance at 31 March 2022 £*
Unrestricted funds					
General funds	*494,738*	*272,332*	*(1,806)*	-	*765,264*
Restricted funds					
London Borough of Croydon (violence & exploitation service for young people with additional needs	-	*58,000*	*(58,000)*	-	-
Home Office (Exploitation)	-	*118,000*	*(118,000)*	-	-
MOPAC (Victim's Fund)	-	*552,000*	*(552,000)*	-	-
Paul Hamlyn Foundation	-	*17,500*	*(17,500)*	-	-
City Bridge Trust	-	*59,200*	*(59,200)*	-	-
Help For Children UK (CSE)	-	*976*	*(976)*	-	-
Home Office CSA Support	-	*128,997*	*(128,997)*	-	-
Esmée Fairbairn Foundation	-	*46,536*	*(46,536)*	-	-
Vanguard (Community Support Work)	-	*3,674*	*(3,674)*	-	-
MOPAC (Children Affected by Violence)	-	*1,919,349*	*(1,919,349)*	-	-
MOPAC (Rescue & Response)	-	*189,273*	*(189,273)*	-	-
Help for Children UK (Winter Engagement)	-	*11,635*	*(11,635)*	-	-
MOPAC (Pan London Housing Reciprocal)	-	*99,659*	*(99,659)*	-	-
Home Office County Lines Victim Support	-	*6,625*	*(6,625)*	-	-
Central Services – University of Bedfordshire	-	*29,357*	*(29,357)*	-	-
Central Services – John Laing Charitable Trust	-	*25,000*	*(25,000)*	-	-
Central Services – Rayne Foundation	-	*20,000*	*(20,000)*	-	-
Total restricted funds	-	*3,285,781*	*(3,285,781)*	-	-
Total funds	*494,738*	*3,558,113*	*(3,287,587)*	-	*765,264*

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

12. Statement of funds – prior year (cont)

a) Restricted funds

Restricted funds enable us to deliver charitable activities that contribute to achieving the aims of our 5 year strategy. We have continued to reflect our 3 key strategic themes in how we deliver our work and structure our workforce.

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures. Our team of skilled and experienced support workers deliver one on one support to young Londoners and their families, who are impacted by violence and exploitation in the community.

Our support is centred around trusted relationships. our staff are relatable and credible. They work with young Londoners and the people important in their lives to deliver high quality, innovative and evidence-based support.

Through peer-group programmes in education settings and communities we support and empower young Londoners to speak up, recognise, acknowledge, and call-out unacceptable behaviours. These programmes aim to change norms and accepted behaviours within a group context. This work is informed by bystander theory to build young Londoners' confidence and skills to challenge their peers, professionals, communities and decision makers.

To make sure that the places and spaces where young Londoners spend their time are safe and positive we are developing our work directly in and with communities. This includes our housing advocacy and support provided via the Pan-London Housing Reciprocal as well as place-based interventions that draw on our knowledge of contextual safeguarding to improve the safety of young Londoners in their own home and neighbourhood.

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers. These include, for example, projects to analyse and better understand our data, to research and evaluate the impact of our programmes, and to enhance the way that we communicate about our work with the public. Other key enablers ensure that young Londoners have a strong and prominent voice in influencing and shaping how we deliver our services; and developing an equity, diversity, and inclusion plan that will ensure that all our services are accessible to any young Londoners that need them.

b) Unrestricted funds

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

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

13. Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	13,484	-	13,484
Current assets	1,554,362	-	1,554,362
Creditors due within one year	(761,368)	-	(761,368)
Total	806,478	-	806,478

	Unrestricted funds 2023 £	*Restricted funds 2023 £*	*Total funds 2023 £*
Tangible fixed assets	*17,674*	-	*17,674*
Current assets	*1,464,729*	-	*1,464,729*
Creditors due within one year	*(681,555)*	-	*(681,555)*
Creditors due in more than one year	*(35,584)*	-	*(35,584)*
Total	*765,264*	-	*765,264*

14. Pension commitments

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £57,177 (2022: £43,855).

The defined contribution liability is allocated to unrestricted funds and is split between direct and support costs.

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR TO 31 MARCH 2023

15. Operating lease commitments

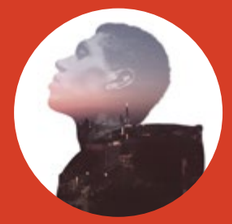
At 31 March 2023 the charity had commitments to make future minimum lease payments under non- cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	82,269	99,589
Later than 1 year and not later than 5 years	46,513	128,782
	128,782	228,371

Related party transactions

During the year ended 31 March 2023 the charity made payments of £nil (2022 - £8,250) to the husband of the Finance, Commercial and Contracts Manager for the disposal of office equipment and rubbish. There was a balance of £nil (2022 - £nil) outstanding at 31 March 2023 in respect of these transactions.

There were no further related party transactions during the year (2022: none).



ABOUT SAFER LONDON

Safer London works with young Londoners and families affected by violence and exploitation.

Through specialist one-to-one intervention, we are supporting young Londoners to move onto the positive futures they deserve. We put young Londoners at the centre of their support, focusing on them and their needs. By building strong, trusting relationships we gain an insight into their world, begin to understand what they need and together we find the best ways to keep them safe.

Understanding young Londoners' lives are shaped by the world in which they live, we work not only with them and their families, but also their peer networks and directly within the community and the places where they live and spend their time.

We are committed to learning, innovating, and delivering high quality, evidence-based support. With a footprint in every borough in London, we build trusting, professional partnerships to embed our approaches and work towards achieving our vision of a city that is safer for all young Londoners who live here.

REFERENCES

1. https://www.nspcc.org.uk/about-us/news-opinion/2023/more-safeguarding-referrals-risen-childhood-day-2023/

2. https://academic.oup.com/bjsw/article/47/8/2456/2995899

3. https://www.counterterrorism.police.uk/new-stats-reveal-the-number-of-children-arrested-for-terrorism-offences-is-highest-since-records-began/

4. https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england

5. https://talk.iwf.org.uk/wp-content/uploads/2022/03/Parent-Resource.pdf

6, https://policy.bristoluniversitypress.co.uk/ethnic-inequalities-in-a-time-of-crisis

Safer London is a registered charity in Englandand Wales No. 1109444;
and a company limited by guarantee No. 05190766.
www.saferlondon.org.uk

GET IN TOUCH

To discuss potential partnerships, including in relation to any of the projects you have read about in this report please email bd@saferlondon.org.uk To commission our services email bd@saferlondon.org.uk

For general enquiries please email info@saferlondon.org.uk

Information on our services, including criteria and how to make a referral, can be found on our website www.saferlondon.org.uk

FURTHER READING

Read our Trustees' Annual Report and accounts https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/4014786/accounts-and-annual-returns

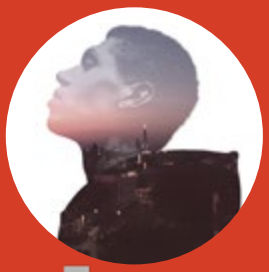
Read past Impact Reports on our website www.saferlondon.org.uk/our-impact/

Read our five-year Strategy A Safer London: People, Peers, Places www.saferlondon.org.uk/our-strategy/

CONNECT WITH US

* AMBIT is an approach to support teams develop systems of help around particularly vulnerable, excluded, and underserved clients who may have little confidence or trust in the possibility of 'help' being helpful in their lives, and whose many difficulties often attract large numbers of different teams and professionals around them, that can make it complicated to coordinate who does what, and when, and may sometimes be rather overwhelming to the very people we are trying to help. (https://www.annafreud.org/clinical-support-and-services/adaptive-mentalization-based-integrative-treatment-ambit/what-is-ambit/)

** The Innovate project is a four-year pan-UK project exploring how social care and interagency systems are innovating to respond to extra-familial risks and harms that young people encounter and experience beyond the home, e.g. sexual and criminal exploitation, peer-on-peer abuse, gang affiliation, serious youth violence, and violent extremism. Research fieldwork is being conducted in six case study sites through 2021 and 2022, seeking to uncover the processes of innovation at different stages of its trajectory. Each site comprises a social care organisation, local authority or other network which is innovating using Trauma-informed Practice (TiP), Contextual Safeguarding (CS), or Transitional Safeguarding (TS) as a primary underpinning framework to respond to EFRH. (www.theinnovateproject.co.uk)



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www.saferlondon.org.uk

SAFER LONDON

England & Wales - Charity number 1109444

Accounts

TRUSTEES' ANNUAL REPORT

ACCOUNTS AND FINANCIAL REVIEW 2021 | 2022

saferlondon

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Reference and administrative information

Trustees

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair
- Gemma Bailey (from 30th November 2021)
- Vaneesha Bailey (from 30th November 2021)
- André Campbell, EDI Trustee
- Valerie Floy, Hon. Treasurer
- Anthony Gunter
- Baroness Sally Hamwee, Safeguarding Trustee
- Tim Jones

Key management personnel

Senior Leadership Team:
- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

Other key personnel:
- Executive Assistant to the CEO
- Information Governance & IT Manager

Registered office: Skyline House, 200 Union Street, London, SE1 0LX
Bankers: National Westminster Bank, 10 Southwark Street, London, SE1 1TJ
Auditors: Buzzacott LLP,130 Wood St, London EC2V 6DL

Company registration number: 05190766 (England and Wales)
Charity registration number: 1109444

The Trustees present their report together with the financial statements of Safer London for the year to 2021/2022.

The financial statements have been prepared in accordance with the accounting policies set out on pages 43 to 46 of the attached financial statements and comply with the charitable company's Articles of Association, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland (FRS 102).

INTRODUCTION

A reminder of who we are and what we do

It's been ten years since we first began delivering direct one to one support to young Londoners.

A lot has changed in this time.

In the beginning we were a charity whose delivery centered on gender based services. Over time we recognised the complexity of the lives of the young Londoners we work with. We also learnt through our work, that the victim perpetrator divide isn't helpful, and it simply doesn't play out in reality - all of this is what changed our focus. Many young Londoners can't be put into a single 'box'.

Now, we work cohesively as one team. Working with young Londoners across the capital, regardless of gender and identity, we work with young women affected by violence, and we work with young boys who have been abused. We moved away from gender-based services and focused on bringing in specialist workers in areas such as emotional wellbeing and housing advocacy.

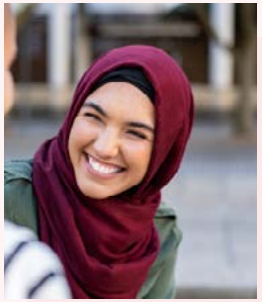
Although we do still recognise that boys and girls sometimes do require specialised support related to their gender identity and their experiences attached to it. We have specific caseworkers who work with young Londoners based on how they identify, such as specialist workers for boys affected by sexual violence.

Our one 'front door' entry into our services and support ensures each young Londoner referred to us is assessed based on their unique circumstances. Meaning they get access to the right Safer London support, at the right time.

Looking to the present and the future, our focus is on safeguarding young Londoners, rather than criminalising them - which is sadly too often seen. We firmly believe this approach is the only way we can support children and young people, who are trying to navigate and thrive in what is a toxic and brutal environment.

Our Strategy

In 2020 we entered the first year of our new Strategy. The first Strategy for Safer London and one which sets out a clear direction of where we want to be, In 2021/2022 we entered the second year of our Strategy, firmly on a clear path to deliver our objectives around our core areas of work: *People | Peers | Places*.



PEOPLE

We provide trusted, individual, relational support to ensure more young londoners will feel safer, be safer, and have positive futures.

PEERS

We enable young Londoners to support and be supported by their peers.

PLACES

We work directly in the community to ensure that the places and spaces where young Londoners spend their time are safer and more positive.

Our purpose and values

Our Purpose - what makes us different.

Safer London is on a mission to make the city safe for young Londoners.

By working with young Londoners, their families and peers, as well as the places where they spend their time, we can create a safer London not just for them – but everyone.

- ➔ We're paving the way for young Londoners to reach their full potential. We're here for them, wherever they are and whenever they're ready.
- ➔ Young Londoners are full of ambition and aspiration. Too many are experiencing violence and exploitation. We are working alongside young Londoners, supporting them to have the future they deserve.
- ➔ With a footprint in every London borough, we have the influence and flexibility to make real change. As they move, our support can move with them.
- ➔ Young Londoners are inspirational, the future of London. By working alongside them, their families, peers and communities we will unlock their potential.

Our values

Safer London strives to be:

- ➔ Change-makers: We bring creativity, passion and innovation to make a lasting difference.
- ➔ Inclusive: All that we do recognises and values the diverse experiences of young people.
- ➔ Trusted: People trust us because we have a track record of consistent, high-quality delivery.
- ➔ Courageous: We are brave, unafraid to challenge and committed to empowering young Londoners to stay safe and happy.

Our vision is a city where all young Londoners, their families, peers and communities can thrive, free from exposure to violence and exploitation.

Our mission is to create lasting change by preventing violence and exploitation from negatively impacting on young Londoners, their families, peers and communities.

TRUSTEES' REPORT

The 'new normal'

Last year as a society, we entered what is often referred to as the 'new normal'.

However, as we come out of a global pandemic, we are reminded that adversity is ever present for so many. The economic and societal impacts of COVID-19 and other global events will be felt for years to come, and it is no doubt the families and young Londoners we work alongside, who will feel these impacts the most.

Already existing issues of inequality and poverty have only been further exacerbated by the COVID-19 pandemic, with young Londoners' education, safety and wellbeing significantly impacted, resulting in media headlines of a potential lost generation.

So, even as we all settle into the 'new normal', we are reminded that for some the new normal will mean increasing pressures, which only serve to further restrict already limited opportunities.

In 2021/2022 we focused on getting back to face-to-face work in the community as our core approach, whilst still offering virtual engagement for those who benefited from it.

To ensure this happened we put safety measures in place, supporting Safer London practitioners to carry out face to face work in a way that protected them and the young Londoners and families they worked alongside.

Looking into the future, we want to make the shift to a formal agile working organisation. At this time we don't fully know what this looks like. What we do know is our team wants to continue working in a way they have been accustomed to during the pandemic, and we want to make sure we listen to, and learn from, their experiences when shaping our future ways of working.

> "COVID-19 has had significant and unequal effects depending on where in the UK people live, their level of education, socioeconomic and health status.
>
> Wider issues around the national economy, educational infrastructure and the social security system have compounded these impacts.
>
> The British Academy
>
> Understanding the long-term societal impacts of Covid 19

Adapting and evolving

At Safer London we've always delivered the work we do with the understanding it will evolve and adapt, based on the wider sector and emerging approaches, as well as being shaped directly by the young Londoners who use our services.

Whether this be applying emerging theories of practice, or adopting innovative training for our team, we are always looking outside of ourselves, so we can make sure young Londoners are given the support they need and have access to the opportunities they deserve.

We see this evolution and desire to adapt in our services too. Ten years ago, approaches to safeguarding children and young people were very different. The way children and young people move through the world is not the same now as it was then. Threats are different. Exploitation is different. Therefore, we must be different. We must change.

Over the past year we looked at our service delivery, internal processes, and ways of working, and we proactively sought ways to build on the existing models we had, as well as introduce or explore new models and approaches. Whether this was through collaborative partnerships or empowering those living directly within London communities.

Our year at a glance

YOUNG LONDONERS REACHED

THROUGH ALL OUR PROGRAMMES AND SUPPORT

> *I had someone who could advise and advocate for me. It was incredibly important*
>
> Young Londoner

202
PARENTS/CARERS REACHED THROUGH SUPPORT, PROGRAMMES AND TRAINING

73
LONDONERS, 33 OF WHICH WERE CHILDREN, MOVED TO SAFE SECURE HOMES THROUGH THE PAN LONDON HOUSING RECIPROCAL

1337
YOUNG LONDONERS REACHED THROUGH GROUP SESSION WORK

1132
PROFESSIONALS SUPPORTED VIA TRAINING OR CONSULTATION

One to one work with young Londoners

Strategic themes

PEOPLE

PEERS

PLACES

The lives of young Londoners, particularly those affected by violence and exploitation are extremely complex. The issues they face and the trauma they've experienced is not straightforward.

Our core focus is improving personal safety of the young Londoners we work alongside. Whilst this is still at the heart of each case, with the majority of young Londoners coming through our service identifying needs around safety, we have found a significant number present multiple needs, whether this be around housing or emotional wellbeing. What we also know is that each of these needs contribute to their overall safety, as well as their quality of life.

We also know one size doesn't fit all. Every young Londoner is different and their journey has been shaped by their unique identity and any trauma they have experienced.

What is needed is an inclusive and accessible service, one which supports all young Londoners needs without asking them to establish relationships with multiple people.

> *I think it made a big difference having a single point of contact who was consistently working with me and knew the history of things that had happened, rather than needing to repeatedly explain painful experiences.*
>
> **Young Londoner**

What we did

Recognising this complexity, we've worked to bring in specialist workers to better support the unique needs of young Londoners. These specialists work directly with young Londoners, or provide guidance and advice, complimenting the work of our core frontline team.

Some of these specialisms, such as housing, have been embedded in Safer London for some time. In recent years we've brought new members into our team that specialise in areas such as emotional wellbeing, harmful sexual behaviours and education, training and employment.

There is no limit to the number of specialists a young Londoner or their family can access, it is based on their need and us finding the best way to support them. If we can't provide what is needed, we will work hard to find someone who can.

457
young Londoners reached through our one to one work

141
young Londoners accessed Safer London's specialist one to one housing advocacy support, raising their awareness of housing options

85
young Londoners sought support around eduction, training and employment, and our team worked to find and secure opportunities

52
young Londoners were able to address their emotional wellbeing needs, with the support of our specialist Emotional Wellbeing Advocates

42
young Londoners were able to break free from the grip of County Lines, via support from our Rescue and Response team

72
young Londoners impacted by child sexual abuse worked alongside our Emotional Support Service team, helping them process and move on from their trauma

The difference it made

For young londoners affected by exploitation...

93%
reported an **increased** feeling of **safety**

92%
reported **improved health and wellbeing**

92%
reported **improved** engagement in relation to **education, training and employment**

94%
felt they had **improved coping strategies**

93%
felt they had **improved** the ability to develop **healthy relationships**

92%
reported **improved health and wellbeing**

For young londoners affected by violence...

83%
reported a **reduction** in being affected by **violence**

83%
reported **increased** ability to **access housing or housing support**

81%
reported **increased** awareness of, or accessed, appropriate **emotional wellbeing support**

79%
reported a **reduction** in reports of **harm or feeling vulnerable**

75%
reported **improved** engagement, or were in, **education, training and employment**

83%
felt support helped them **improve positive relationships**

Future focus

For us, any success is dependent on a strong relationship being built between a young Londoner and a service which is non-judgemental and relatable, whilst at the same time credible and professional.

Building trust takes time. We know six months support is often not enough and there is a real need for support to be over a longer period of time. Our commitment moving forward is to change our service offer, to ensure young Londoners are getting the support they need for as long they need.

We are also committed to working collaboratively with young Londoners, to ensure our support and services are shaped to their needs, are culturally competent and take into consideration intersectionality.

Our one to one work with children and young people is made possible through support from the Mayor's Office for Policing and Crime, the Home Office, Esmée Fairbairn Foundation, Help for Children, London Borough of Croydon, Royal Borough of Kensington and Chelsea, and NHS South East London CCG.

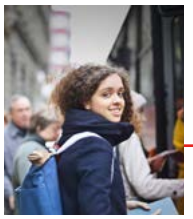
> *My support [with Safer London] was excellent. It helped in many ways.*
>
> Young Londoner

One to one work with families and communities

Strategic themes

PEOPLE

PEERS



PLACES

Parents whose children are affected by violence and exploitation often feel judged and blamed, this on top of already existing guilt, can lead to parents feeling hopeless. We advocate on their behalf so their voices become central to their child's journey to a better future, rather than being seen as part of the problem and silenced.

Working with parents and carers in this way is ingrained into our ways of working and has been for many years. However, we saw there was a need to better support families to understand the contexts in which extra familial harm occurs, as well as set boundaries between them and their children. In a similar vein, violence impacts more than just a young Londoner and their families, it can be felt in the communities in which they live.

We wanted to work alongside families and community stakeholders, to empower them to better support young Londoners in contexts where harm occurs.

> *"The support was amazing. The help, support and advice I received from my support workers was above and beyond.*
>
> Parent

What we did

Family and Community workers have been embedded within Safer London for years. However, the 'community' element to their role has been developing over the past year, with the team exploring place-based interventions and community referrals.

One of the main things we did, was to acknowledge these types of interventions are emerging and relatively unexplored. Therefore, we accepted at this stage we don't know everything, and we certainly don't have all the answers. However, we're committed to testing new approaches and learning - from both our successes and shortcomings - so we can better inform this work in the future.

The team worked collaboratively to develop a model of working, with a focus on what the community intervention element of their role may look like. We consulted with thought leaders in Contextual Safeguarding and developed a process workflow for place based and community referrals. This is the beginning of a very long journey, but having this in place will allow us to consistently approach incoming referrals and allow us the flexibility to adapt as we go.

81
parents/carers reached through our one to one work

69
parents/carers were supported by our specialist Family and Community Workers

12
parents received specialist wellbeing support through our Emotional Support Service

9
workshops delivered to parents, carers and foster parents, introducing them to the topics of Child Sexual Abuse and Contextual Safeguarding

80
parents/carers and foster parents took part in Safer London training or workshops

17
young Londoners took part in discussions around safety, as part of a community intervention

The difference it made

For the parents and carers we worked with one to one...

74%
reported an **improvement** in **family dynamics**

Future focus

Last year we learnt there is a real appetite for a whole community approach to violence and risk. However, this appetite must be balanced with resource. We also acknowledge that interventions of this nature are still new territory with many unknowns.

One aspect we want to ensure is that when we work with a community the process is collaborative and sustainable. It's about empowering the community to make those positive changes themselves,

"I feel more confident with the methods I've learnt to help [my child].

Parent

Our one to one work with families is made possible through support from the Mayor's Office for Policing and Crime, the Home Office and Vanguard Group Foundation.

Special projects

Acknowledging and recognising the desire to further develop our service delivery, we undertook specific pieces of work or projects. All whilst keeping in mind our strategic aims and objectives, to ensure we always remained focused and heading in the right direction. You can read more about our specialist projects in our 2021/2022 Impact Report.

In collaboration with a group of Black men and boys across London, we built an approach to breaking down cultural barriers and accessing mental wellbeing support. The Beyond the Banter model centres around the idea young people are more likely to engage with their peers.

Strategic themes: People | Peers

Our team carried out an internal review of the Pan London Housing Reciprocal, reviewing processes and procedures. This review resulted in a change of criteria for the scheme and reduced the waiting list significantly, meaning the scheme could better support those in need of safe and secure housing.

Strategic themes: People

We set out to develop a new service model for a Harmful Sexual Behaviours programme in Barking and Dagenham. In collaboration with academics and by consulting other professionals, the Safer London HSB specialist has worked to build a programme of support which is non-judgemental and accessible to those who need the service.

Strategic themes: People | Peers

With support from the Home Office, we reviewed our CSA service. We set out to see if it was accessible for minoritised communities in London and what key recommendations we should take forward to ensure the service is fit for purpose for those who use it.

Strategic themes: People

In collaboration with young Londoners, we developed and launched a youth led digital platform. This Instagram account is a digital space aimed to inspire, educate and engage other young people in London and beyond.

Strategic themes: People | Peers

In partnership with UCL and a group of bereaved parents, we set about researching what a bereavement model or approach could look like, for families who'd lost children through violence.

Strategic themes: People | Peers

REFLECTIONS
AND
LEARNINGS

Measuring our impact

Measuring the impact of our work is a challenge. This past year we've worked with our commissioners to come up with a better system of reporting on our achievements.

Numbers and data only tell part of the story. Our frontline team are directly connected with those who fund their work, sharing the impact of their work through real stories of their practice, all of which are anonymised to protect the identities of those we work alongside - and so not to further exploit them.

We brought in new outcome measurement tools, supported by a Theory of Change for our People and Peers themes of work.

These measurements are designed to provide consistency across all our outputs and will provide a more effective measurement of impact across a young Londoner's journey of Safer London support. Our focus is to make these accessible to all the young Londoners we work alongside, including those with special educational needs and disabilities (SEND).

Our new outcome measurements:

- Relational safety
- Emotional safety
- Physical safety
- Future focus

Looking back

Self-reflection is important. Looking back, helps inform your direction for the future. This includes celebrating your achievements, as well as looking at where you need to improve.

Our achievements against our Strategy:

In 2021/2022 we focused on developing a cohesive service for the young Londoners who use our services and support. Everyone we work with should be able to access the support they need based on their individual needs, and that support should be consistent across the board.

Last year we expanded our specialist teams, bringing in more workers who specialise in areas such as resettlement and emotional wellbeing. We developed and rolled out a refreshed Service Delivery Manual. This guide for our Specialist Case Workers ensures all our team are working to the same quality and standard. This was supported by service models for all our specialisms and core delivery.

We built on findings from a previous research project that explored the potential for peer safeguarding interventions within Safer London. This research set out recommendations of working with young Londoners, considering the context of their peer relationships. Adults surrounding a young Londoner can often make assumptions about the role peers play in their lives. This assumption is often negative.

Safer London practitioners were supported to carry out peer mapping exercises with the young Londoners they were working with. This exercise is done in collaboration with the young Londoner. It helps to create a clear picture, both for the young Londoner and the practitioner.

At Safer London we understand the power of positive peer relationships. We've always set out to harness and nurture these relationships, with ambitions of creating interventions and models of work which allow young Londoners to support, and be supported by their peers.

Last year this was our focus. We developed models and ways of working which drew on the positive influence of peers, which were delivered in collaboration with community organisations, ensuring the approach was embedded into local communities. As projects progressed employment opportunities within Safer London were created for those who had taken part.

This has now set a benchmark, for our ways of working, with plans to develop the model with different cohorts of young Londoners.

In 2021/2022 we looked into ourselves and consulted with our colleagues across the sector, as well as academics, to really investigate the feasibility of place-based interventions and what they would look like in practice.

Through workshops with the Safer London team, we set about creating a Theory of Change for our Places work. However, we soon realised we were entering new territory. This was completely unknown. In place of a Theory of Change, we created an intervention process visual. This will help guide our work in this area, whilst giving us the freedom to test, develop and evolve with each new intervention we take on.

Looking ahead

We've made leaps and strides in the past few years. However, as we move into the third year of our Strategy, we want to focus on delivering even further on our ambitious strategic goals.

Next year we have "three big aims". These three key objectives will be delivered alongside our ongoing delivery work and our commitment to upskilling and developing the Safer London team.

1. Further our journey to becoming a fully trauma responsive organisation.

Going into 2022/2023, one of our core aims is to make sure our entire workforce has a clear understanding of what it means to be a trauma responsive organisation, and that their work is underpinned by a trauma informed approach. By providing training and upskilling our team - from our frontline practitioners to our central services staff – we can ensure understanding trauma and recognising its impact, is at the core of Safer London.

STRATEGIC THEME: PEOPLE

2. We want to work in partnership with community organisations to grow real local responses to violence and exploitation.

Moving forward we want to work on defining the scope and parameters which will enable us to cement strong partnerships with community organisations and groups. Adopting a generous leadership approach, will allow us to build models of working that will make best use of these partnerships – so we gain as much as the organisations do.

STRATEGIC THEME: PLACES

3. Our services and delivery will be shaped by young Londoners and we will build pathways for them to influence delivery, development and decision making.

It's important to us that young Londoners have a voice within Safer London. So they can shape and influence everything we do. Right from the bottom, all the way to the top.

Last year, we took a step back and evaluated our participation work. Recognising we're not experts, we brought in youth engagement organisation Participation People. With their guidance and support, we've been laying the foundations to make sure participation is at the forefront of the minds of the entire Safer London team. Ensuring it's embedded deep within our culture.

Heading into 2022/2023, our focus is to create meaningful opportunities for engagement and influence for the young Londoners who use our services – and beyond. We will start with a fresh recruitment of young Londoners into our VIP group. We will upskill and develop the VIPs, providing them with training and workshops. All this will culminate in a big take over. The VIPs will work in collaboration with our Senior Leadership team to tackle the big issues within Safer London, ensuring everything we do has been youth proofed.

STRATEGIC THEME: PEERS

FINANCIAL
REVIEW

Safer London's financial position at the end of the reporting period

Our income in 2021/2022 was £3,558,113. Our focus for the year was on consolidation and not growth with an acknowledgment that it would take us a few years to generate significant amounts of new funding through the pipeline in order to start growing.

We started the year with a total of £2,634,949 of secured income and generated £923,164 in year.

This increase in funds was due to securing increased investment in our delivery, in response to additional demand for our service.

2021/2022 income is a 21% increase on the income raised in 2020/2021 (£2,948,170). At the same time expenditure increased by 17% to £3,287,587 (2020/2021: £2,803,616).

Expenditure has increased in line with income as a result of agreed additional activity and outputs.

Safer London does not solicit donations from individuals. Although we do receive occasional donations from individuals or small groups who have raised funds in aid of our work, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations, and the private sector.

Reserves Policy

Safer London has a reserves policy specifically to support its aims to hold sufficient reserves to:

- enable normal operating activities to continue for a specific period should a shortfall in income occur;
- take account of potential risks and contingencies that may arise from time to time, such as when projects overrun or unplanned events occur;
- acknowledge that there will be times when the size of the business cannot scale back sufficiently in line with contracts lost. For example, where to do so would result in a gap in key personnel which would in turn limit Safer London's ability to operate effectively, meet its charitable purpose, or grow in the future;
- maintain a presence in the sector;
- cover any known liabilities such as rental agreements which cannot be immediately scaled back in line with changes to the size of the business;
- ensure an orderly close-down of the business if required.

Finally, the Reserves Policy states the following in relation to the desired levels of reserves for Safer London:

"As a result of the process set out above, and acknowledging the extremely challenging environment Safer London now finds itself in, the Board of Trustees believes that a target reserves range of £360,000-£600,000 meets the charity's needs."

The actual level of reserves as of 31 March 2022, as reported in this annual report and financial statements, was £747,590 which is above our reserves range as presented in the current Reserves Policy.

Safer London is taking the following steps to maintain the agreed level of reserves:

- appropriate internal investment in the charity's future development;
- investing reserves as appropriate in line with our Investment Policy.

Whilst reserves are currently above the range set out in the threshold we will continue to apply the following principles to ensure reserve levels are maintained:

- continue to secure sufficient income to fund our activities, and only commit to new activities where we are confident sufficient funding can be secured, based on our full-cost-recovery methodology;
- explore diversification of funding via the income generation plan;
- pursue an income generation plan that will seek to both fund delivery aspirations and generate unrestricted surplus to maintain them.

Safer London's ability to continue as a going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2022 to 31 March 2023 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2022/2023 shows a surplus of £78,000, and cash flow forecasts show a positive cash position at 31 March 2023 of £641,000, with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of reserves as at 31 March 2022 was £747,590, which is above the reserves range as presented in the current Reserves Policy.

Safer London is seeking to diversify its income to reduce the reliance on its main funder, and to enable it to build on its existing reach.

Investment and treasury management policy

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the charity on a day-to-day basis, will keep the available funds in low-risk bank deposits despite the poor interest returns on such deposits.

This policy will remain in place until such time as unrestricted reserves, after appropriate internal investment in the charity's future development, reach a level where options offering higher returns – although with associated increase in risk that comes with a broader spread of investment options - can be considered.

Fundraising statement

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that run contrary to our overall aims. These include companies, organisations or individuals who directly block or actively work against young people both in the UK and overseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

We fund our work through services delivered on behalf of statutory agencies and we seek funding for our work from institutional donors and grant-giving trusts. We also advertise opportunities to fundraise in aid of Safer London on our website and social media. Where we receive donations from the public, they are usually processed through accounts with reputable online platforms such as Just Giving.

Safer London makes it clear on our website how complaints can be made about any aspect of our activity. We received no complaints in relation to our fundraising activity this year.

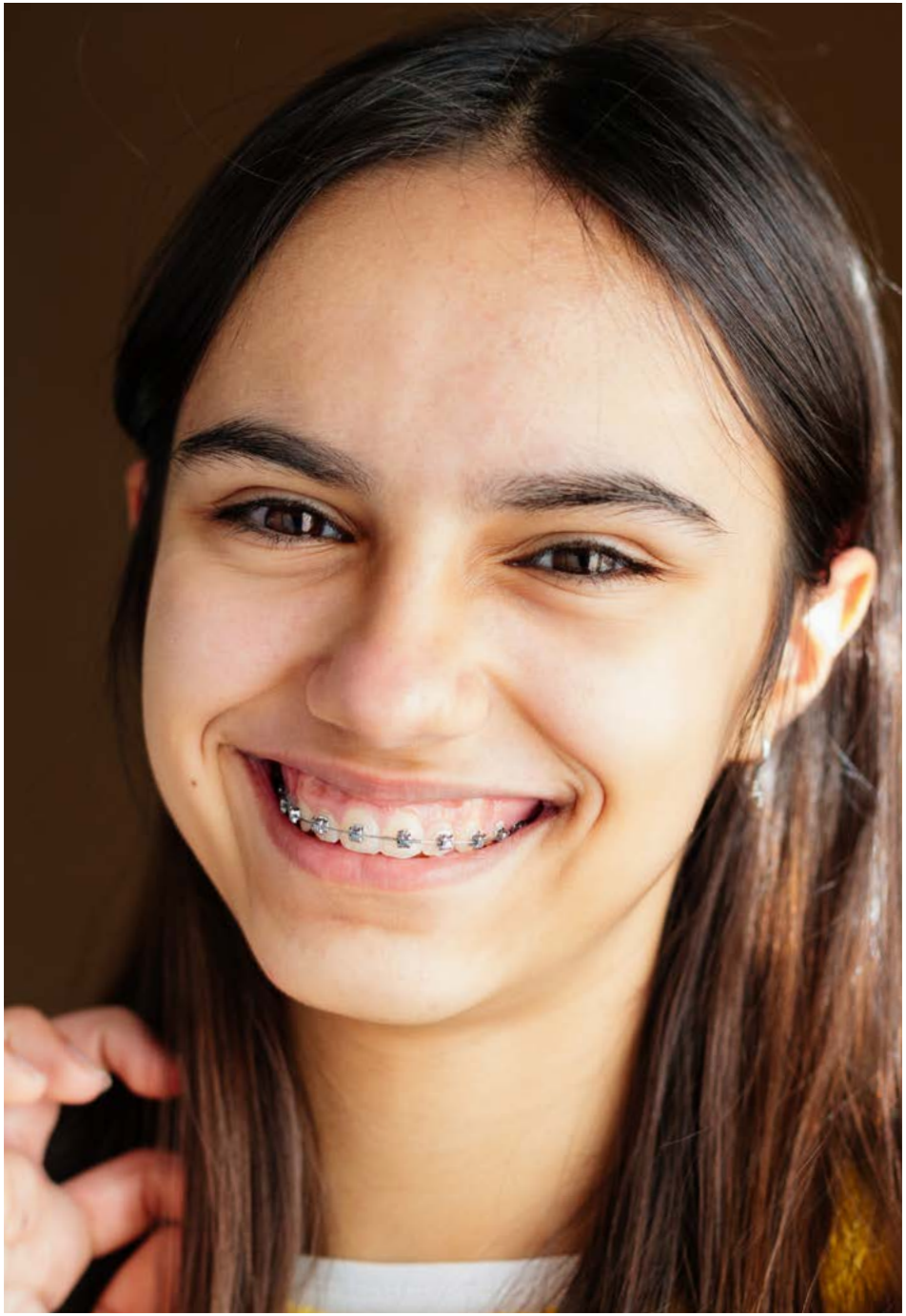
All fundraising is carried out by employees of Safer London. This year we did not employ professional fundraising agencies or any other third parties to fundraise on our behalf.

The charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we did not buy any data lists, and we never sell our supporter's data.

We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

The charity adheres to the standards in compliance with the Code of Fundraising Practice. Fundraising activities are led by the Head of Business Development and are monitored by the wider Senior Leadership Team.

The Trustees are involved in setting the charity's approach to raising funds, and regular reporting to the Trustees provides assurance that our activities follow this approach in practice and reflect the charity's values.



Pay policy for key management personnel and senior staff

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff.

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

The total reward package including pay for the CEO is set and agreed by the Board.

The package is reviewed on an annual basis and recommendations made to the Board on any proposed changes that reflect performance, market conditions and the financial health of the charity.

Regular, independent benchmarking of pay bands for charities of a similar size is undertaken to inform the review.

Roles are evaluated in line with our Job Evaluation scheme. Job Evaluations are carried out by a panel of senior staff trained as job analysts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruiting and appointing new charity trustees

Our Trustees are responsible for setting the strategy and delivery objectives of Safer London. In accordance with the Articles of Association the minimum number of Trustees at any one time is three. There is no maximum number.

Trustees are appointed by resolution of current Trustees and, at each Annual General Meeting, one third of the Trustees must retire from office. If the number of Trustees retiring for their own reasons does not come to a third of their number then the appropriate number of those who have served the longest will be asked to retire. They may be re-appointed by ordinary resolution of the Board if they indicate that they wish to re-stand for the Board.

Candidates for Trustee roles go through a robust application, recruitment and selection process. They are also vetted through DBS.

Once appointed new Trustees are given a formal programme of induction which includes safeguarding training aligned with the charity's core activities. Further opportunities for training, both internal and external, are provided to each trustee during their term of office as appropriate.

The Trustees consider that the Board of Trustees, who are the charitable company's Directors, and the Senior Leadership Team (SLT) comprise key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis.

All Trustees give their time freely and no Trustee received remuneration in the year.

Risk Management

Safer London issued a Risk Management Policy in 2018 and this was last updated in May 2022. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Safer London has a Risk Management Subgroup which meets as a minimum 4 times per year. This group is made up of the Deputy CEO, the EA to the CEO, the Head of Safeguarding & Quality Practice and the Deputy Head of Practice. A Trustee is invited to join meetings according to availability.

Significant – red - risks (score of 15+) are shared with the Board at each quarterly Board meeting. Red risks are reviewed by the Risk Subgroup at each meeting and recommendations shared with SLT. The Corporate Risk Register is reviewed in its entirety by the Risk Subgroup on a regular basis. It is reviewed in full by the Board once a year.

Examples of key non-financial risks on the register include:

- Safer London is impacted by the major harm, radicalisation or death of a service user, which may result in reputational damage. [Operational risk]
- Inadequate safety measures for lone workers and volunteers lead to staff being placed at unacceptable levels of risk. [Operational risk]
- Failure to comply with legislation/ guidance e.g. charities act, GDPR/ Data Protection Act, Health and Safety, employment legislation, which could lead to fines, tribunals, loss of contracts, reputational risk. [Compliance risk]

The risk register is additionally reviewed in its entirety by the SLT every quarter.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise.

For each risk identified Safer London looks at existing controls that already seek to reduce the negative effect of the risk (mitigation) or the likelihood of it occurring.

In addition further actions are identified as part of the risk management sub group and SLT focus on risk to ensure that we continually seek to mitigate against the risks posed to the organisation.

Insurance cover

The charity purchases insurance to cover its Trustees against their costs in defending themselves in civil legal proceedings taken against them in that capacity and in respect of damages resulting from the unsuccessful defence of any proceedings.

During the period under review Safer London held Professional Indemnity and Crisis Management cover provided by Hiscox. For all other aspects of Safer London operations including building, contents and assets a policy is provided by Aviva.

Trustees' responsibilities

The Trustees (who are also directors of Safer London for the purposes of company law) are responsible for preparing the Trustees' 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 year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to 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 charity 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.

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.

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.

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or key staff member of the charity and an external funder or provider of goods or services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. This is done via an annual declaration of any such transactions as well as in-year disclosures as appropriate.

Statement as to disclosure to our auditors

Insofar as the Trustees are aware at the time of approving this Trustees' annual report

- there is no relevant information of which the charitable company's auditor is unaware, and
- 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 auditor is aware of that information.

This report was approved by the Trustees on 23rd November 2022 and signed on their behalf by:

Janine McDowell, Chair

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Safer London

Opinion

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 the charitable company's ability to continue as a going concern for 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 annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. 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.

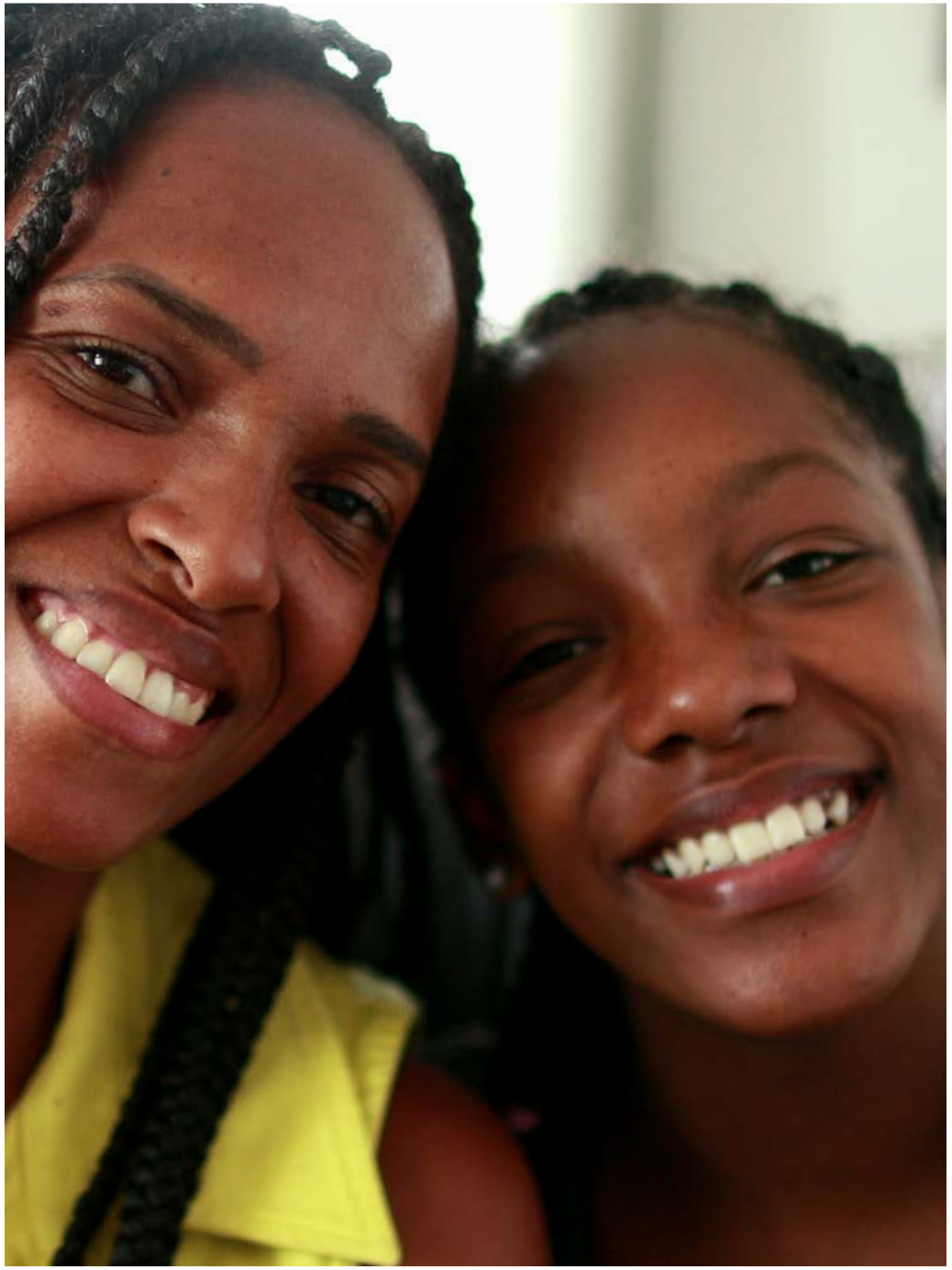
Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies 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' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report, which is also the directors' report for the purposes of company law, 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' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires 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 Trustees 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' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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 is detailed below:

- the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation); and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of key management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested and reviewed journal entries to identify unusual transactions;
- tested the authorisation of expenditure, ensuring expenditure was approved in line with the charitable company's financial procedures;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

Auditor's responsibilities for the audit of the financial statements (cont)

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.

08 December 2022

Katharine Patel (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

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

Statement of financial activities - Year to 31 March 2022 (incorporating the income and expenditure account)

	Notes	Unrestricted funds £	Restricted funds £	Total Funds 2022 £	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Income from:							
Donations and legacies	1	**64,824**	**45,000**	**109,824**	108,834	75,000	183,834
Charitable activities	2	**207,508**	**3,240,781**	**3,448,289**	102,644	2,661,692	2,764,336
Total income		**272,332**	**3,285,781**	**3,558,113**	211,478	2,736,692	2,948,170
Expenditure on:							
Raising funds	3, 4	**1,806**	**120,490**	**122,296**	63,868	6,513	70,381
Charitable activities	3, 4	**-**	**3,165,291**	**3,165,291**	-	2,733,235	2,733,235
Total expenditure		**1,806**	**3,285,781**	**3,287,587**	63,868	2,739,748	2,803,616
Net income (expenditure) and net movement in funds		**270,526**	**-**	**270,526**	147,610	(3,056)	144,554
Transfer between funds		**-**	**-**	**-**	24,196	(24,196)	-
Net movement in funds		**270,526**	**-**	**270,526**	171,806	(27,252)	144,554
Reconciliation of funds:							
Funds brought forward at 1 April 2021	12	**494,738**	**-**	**494,738**	322,932	27,252	350,184
Funds carried forward at 31 March 2022	12	**765,264**	**-**	**765,264**	494,738	-	494,738

All income and expenditure derives from continuing operations.
The statement of financial activities includes all gains and losses recognised in the year.
The notes on pages 47 to 61 part of these financial statements

Balance Sheet - 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	9		17,674		14,752
			17,674		14,752
Current assets					
Debtors	10	886,369		306,648	
Cash at bank and in hand		578,360		440,750	
		1,464,729		747,398	
Liabilities					
Creditors: amounts falling due within one year		(681,555)		(267,412)	
Net current assets			783,174		479,986
Creditors: amounts falling due after more than one year			(35,584)		-
Total net assets			765,264		494,738
The funds of the charity					
Restricted funds	12		-		-
Unrestricted funds	12		765, 264		494,738
			765, 264		494,738

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

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

The financial statements were approved by the Trustees of Safer London, Company Registration Number 05190766 (England and Wales), and signed on their behalf by:

Janine McDowell,
Chair

Approved on:
23 November 2022

Statement of cash flows Year to 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	**148,421**	243,832
Cash flows from investing activities			
Purchase of tangible fixed assets		**(10,811)**	(1,792)
Net cash (used in) investing activities		**(10,811)**	(1,792)
Net increase in cash and cash equivalents		**137,610**	242,040
Cash and cash equivalents at 1 April 2021	B	**440,750**	198,710
Cash and cash equivalents at 31 March 2022	B	**578,360**	440,750

Notes to the statement of cash flows for the year to 31 March 2022

A Reconciliation of net movements in funds to net cash flow from operating activities

	2022 £	2021 £
Net income for the period (as per statement of financial activities)	**270,526**	144,554
Adjustments for:		
Depreciation charges	**7,889**	5,812
(Increase) decrease in debtors	**(579,721)**	106,265
Increase (decrease) in creditors	**449,727**	(12,799)
Net cash provided by operating activities	**148,421**	243,832

B Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	**578,360**	440,750
Total cash and cash equivalents	**578,360**	440,750

C Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	440,750	137,610	**578,360**
Total	440,750	137,610	**578,360**

A statement of net debt has not been presented above as the charity held no debt during the year.

Principal accounting policies 31 March 2022

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 March 2022 with comparative information provided in respect to the year to 31 March 2021.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

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

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgment

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates. The key items in the financial statements where these judgements and estimates have been made comprise:

- estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation charge;
- determining the basis for allocating support costs;
- assessing the charity's ability to continue as a going concern (see below).

Going concern

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2022 to 31 March 2023 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2022/2023 shows a surplus of £78,000, and cash flow forecasts show a positive cash position at 31 March 2023 of £641,000, with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of reserves as at 31 March 2022 was £747,590, which is above the reserves range as presented in the current Reserves Policy.

Safer London is seeking to diversify its income to reduce the reliance on its main funder, and to enable it to build on its existing reach.

The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and meet liabilities as they fall due. The charity therefore continues to adopt the going concern basis in preparing these financial statements.

Income

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from grants and contracts are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred. No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include, HR support, IT infrastructure and support, governance costs and administration.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs. Expenditure on raising funds includes all expenditure associated with generating fundraised income, as well as any associated support costs.

Termination benefits, included redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be measured reliably. All expenditure is inclusive of irrecoverable VAT.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

At each reporting date the charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

- Leasehold improvements - Over the life of the lease
- Fixtures and fittings - 33%
- Computer equipment - 33%

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

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

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

Financial instruments

The charity holds only basic financial instruments. The financial assets and liabilities of the charity are as follows:

Financial assets - Trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 10. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value, as presented on the balance sheet.

Financial liabilities - Trade creditors, other creditors and accruals are basic financial instruments, and are measured at amortised cost as detailed in Note 11. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver charitable services rather than cash or another financial instrument.

Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

Pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for the service.

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

Fund accounting

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

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

Notes to the financial statements Year to 31 March 2022

1 Income from donations and grants

	Unrestricted funds £	Restricted funds £	**Total funds 2022**
Donations	61,066	-	**61,066**
Grants	3,758	45,000	**48,758**
	64,824	45,000	**109,824**

	Unrestricted funds £	*Restricted funds £*	*Total funds 2021*
Donations	*106,034*	-	*106,034*
Grants	*2,800*	*75,000*	*77,800*
	108,834	*75,000*	*183,834*

2 Income from charitable activities – by type

	Unrestricted funds £	Restricted funds £	**Total funds 2022**
People	157,992	2,467,462	2,625,454
Peers	35,001	546,630	581,631
Places	14,515	226,689	241,204
	207,508	3,240,781	3,448,289

	Unrestricted funds £	*Restricted funds £*	*Total funds 2021*
People	*102,644*	*1,891,238*	*1,993,882*
Peers	-	*449,234*	*449,234*
Places	-	*321,220*	*321,220*
	102,644	*2,661,692*	*2,764,336*

Notes to the financial statements Year to 31 March 2022

3 Analysis of expenditure on charitable activities – by fund

	Unrestricted funds £	Restricted funds £	**Total funds 2022**
Raising funds	1,806	120,490	122,296
Support and Out-reach	-	3,165,291	3,165,291
	1,806	3,285,781	3,287,587

	Unrestricted funds £	*Restricted funds £*	*Total funds 2021*
Raising funds	*63,868*	*2,739,748*	*2,803,616*
Support and Out-reach	-	*2,733,235*	*2,733,235*
	63,868	*2,739,748*	*2,803,616*

A reclassification of expenditure incurred on charitable activities and on raising funds has been performed in the current year, including reallocation of support costs between headings. The 2021 comparatives have been reallocated between these subheadings.

Notes to the financial statements Year to 31 March 2022

4 Analysis of expenditure on charitable activities – by type

	Activities undertaken directly £	Restricted funds £	**Total funds 2022**
Raising funds	75,818	46,478	122,296
Support and Out-reach	2,348,030	817,261	3,165,291
	2,423,848	863,739	3,287,587

	Activities undertaken directly £	*Restricted funds £*	*Total funds 2021*
Raising funds	*54,854*	*15,527*	*70,381*
Support and Out-reach	*2,096,588*	*636,647*	*2,733,235*
	2,151,442	*652,174*	*2,803,616*

Notes to the financial statements Year to 31 March 2022

5 Analysis of direct costs

	Total 2022 £	Total 2021 £
Direct staff costs	**1,793,802**	1,907,024
Direct costs of support and out-reach	**522,152**	212,104
Staff and volunteer travel and subsistence	**20,581**	5,591
Fundraising and publicity	**24,823**	418
Staff training	**62,490**	26,305
	2,423,848	2,151,442

Notes to the financial statements Year to 31 March 2022

6 Analysis of support costs

	Total 2022 £	Total 2021 £
Direct staff costs	**244,354**	278,096
Depreciation	**7,889**	5,812
Rent, rates and service charges	**124,965**	118,761
Other building costs	**24,095**	15,006
Professional fees (including IT and accounting support)	**86,296**	35,106
Insurance	**7,646**	7,800
Finance & IT support	**87,961**	74,014
HR support, recruitment and training	**135,192**	28,180
Hospitality	**10,837**	—
Office, computer and website costs	**112,536**	71,999
Governance costs (see note 5)	**21,968**	17,400
	863,739	652,174

Notes to the financial statements Year to 31 March 2022

7 Governance costs

	Total funds 2022 £	Total funds 2021 £
Auditors' remuneration – audit of the financial statements	**14,700**	16,800
Auditors' remuneration – other services	**4,320**	—
Legal fees	**2,948**	600
	21,968	17,400

Notes to the financial statements Year to 31 March 2022

8 Staff costs

	Total funds 2022 £	Total funds 2021 £
Wages and salaries	**1,827,300**	1,963,306
Social security costs	**167,001**	170,734
Pension costs	**43,855**	51,080
	2,038,156	2,185,120

The charity paid out redundancy costs of £3,423 in the year (2021: £9,684). The cost has been included within direct costs. There were no amounts outstanding at the year end.

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

	Total 2022 No.	Total 2021 No.
Projects, fundraising and management	**57**	60

During the year, no Trustees received any remuneration or other benefits (2021 - none).

During the year, no Trustee expenses have been incurred (2021 - none). The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £534,756 (2021 - £626,582).

The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff:

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Total 2022 No.	Total 2021 No.
£80,001 - £90,000	-	1
£90,001 - £100,000	**1**	-

Notes to the financial statements Year to 31 March 2022

9 Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment £	Computer equipment £	**Total £**
Cost				
At 1 April 2021	55,206	42,593	105,592	**203,391**
Additions	-	-	10,811	**10,811**
At 31 March 2022	55,206	42,593	116,403	**214,202**
Depreciation				
At 1 April 2021	43,122	42,593	102,924	**188,639**
Charge for the year	4,748	-	3,141	**7,889**
At 31 March 2022	47,870	42,593	106,065	**196,528**
Net book values				
At 31 March 2022	7,336	-	10,338	**17,674**
At 31 March 2021	12,084	-	2,668	**14,752**

10 Debtors

	Total 2022 £	Total 2021 £
Trade debtors	**480,053**	15,567
Prepayments and accrued income	**406,316**	291,081
	886,369	306,648

Notes to the financial statements Year to 31 March 2022

11 Creditors: Amounts falling due within one year

	Total 2022 £	Total 2021 £
Trade creditors	144,576	72,841
Other taxation and social security	46,924	43,924
Accruals and deferred income	490,055	150,647
	681,555	267,412

Creditors: Amounts falling due in more than one year

	Total 2022 £	Total 2021 £
Deferred income	35,584	-
	35,584	-

Deferred income (included above)

	Total 2022 £	Total 2021 £
Deferred income at 1 April	118,859	80,765
Resources deferred during the year	305,440	118,859
Amounts released from previous periods	(118,859)	(80,765)
Deferred income at 31 March	305,440	118,859

Income has been deferred in respect of grants and contracts relating to the 2022/2023 and 2023/2024 financial years.

Notes to the financial statements Year to 31 March 2022 12 Statement of funds – current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers In/Out £	Balance at 31 March 2022 £
Unrestricted funds					
General funds	494,738	272,332	(1,806)	–	**765,264**
Restricted funds					
London Borough of Croydon (violence & exploitation service for young people with additional needs)	–	58,000	(58,000)	–	–
Home Office (Exploitation)	–	118,000	(118,000)	–	–
MOPAC (Victim's Fund)	–	552,000	(552,000)	–	–
Paul Hamlyn Foundation	–	17,500	(17,500)	–	–
City Bridge Trust	–	59,200	(59,200)	–	–
Help For Children UK (CSE)	–	976	(976)	–	–
Home Office CSA Support	–	128,997	(128,997)	–	–
Esmée Fairbairn Foundation	–	46,536	(46,536)	–	–
Vanguard (Community Support Work)	–	3,674	(3,674)	–	–
MOPAC (Children Affected by Violence)	–	1,919,349	(1,919,349)	–	–
MOPAC (Rescue & Response)	–	189,273	(189,273)	–	–
Help for Children UK (Winter Engagement)	–	11,635	(11,635)	–	–
MOPAC (Pan London Housing Reciprocal)	–	99,659	(99,659)	–	–
Home Office County Lines Victim Support	–	6,625	(6,625)	–	–
Central Services – University of Bedfordshire	–	29,357	(29,357)	–	–
Central Services – John Laing Charitable Trust	–	25,000	(25,000)	–	–
Central Services – Rayne Foundation	–	20,000	(20,000)	–	–
Total restricted funds	–	3,285,781	(3,285,781)	–	–
Total funds	494,738	3,558,113	(3,287,587)	–	**765,264**

Notes to the financial statements Year to 31 March 2022

12 Statement of funds – prior year (continued)

	Balance at 1 April 2020 £	*Income £*	*Expenditure £*	*Transfers In/Out £*	*Balance at 31 March 2021 £*
Unrestricted funds					
General funds	322,932	211,478	(63,868)	24,196	**494,738**
Restricted funds					
London Borough of Hackney	-	76,000	(76,000)	-	-
London Borough of Croydon (violence & exploitation service for young people with additional needs)	-	58,000	(58,000)	-	-
Home Office (Exploitation)	-	118,000	(118,000)	-	-
MOPAC (Victim's Fund)	-	552,000	(552,000)	-	-
Paul Hamlyn Foundation	-	22,500	(22,500)	-	-
City Bridge Trust	-	58,100	(58,100)	-	-
Youth Endowment Fund	-	17,971	(17,971)	-	-
Help For Children UK (CSE)	-	23,125	(23,125)	-	-
John Laing Charitable Trust	-	25,000	(25,000)	-	-
Rayne Foundation	-	20,000	(20,000)	-	-
The Leathersellers' Company Charitable Fund	-	15,000	(15,000)	-	-
London Community Response Fund	-	15,000	(15,000)	-	-
The London Community Foundation	-	32,038	(32,038)	-	-
Home Office (Child Sexual Abuse)	-	34,202	(34,202)	-	-
Esmée Fairbairn Foundation	-	23,034	(23,034)	-	-
BBC Children in Need (boys & young men)	-	2,500	(2,500)	-	-
London Borough of Enfield	-	31,756	(31,756)	-	-

Notes to the financial statements Year to 31 March 2022

12 Statement of funds – prior year (continued)

	Balance at 1 April 2020 £	*Income £*	*Expenditure £*	*Transfers In/Out £*	*Balance at 31 March 2021 £*
MOPAC (LGE)	-	1,162,416	(1,165,472)	3,056	-
MOPAC (Rescue & Response)	-	174,967	(174,967)	-	-
Help for Children UK (Winter Engagement)	-	6,365	(6,365)	-	-
MOPAC (PLHR)	-	194,012	(194,012)	-	-
The Pilgrim Trust	-	10,000	(10,000)	-	-
The Goldsmiths' Company Charity	-	20,000	(20,000)	-	-
MHCLG	-	16,000	(16,000)	-	-
Central Services – University of Bedfordshire	-	28,706	(28,706)	-	-
Other funds	27,252	-	-	(27,252)	-
Total restricted funds	27,252	2,736,692	(2,739,748)	(24,196)	-
Total Funds	**350,184**	**2,948,170**	**(2,803,616)**	-	494,738

Notes to the financial statements Year to 31 March 2022

12 Statement of funds (continued)

a) Restricted funds

Restricted funds enable us to deliver charitable activities that contribute to achieving the aims of our 5 year strategy. We have continued to reflect our 3 key strategic themes in how we deliver our work and structure our workforce.

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures. Our team of skilled and experienced support workers deliver one on one support to young Londoners and their families, who are impacted by violence and exploitation in the community. Our support is centred around trusted relationships. Our staff are relatable and credible. They work with young Londoners and the people important in their lives to deliver high quality, innovative and evidence-based support.

Through peer-group programmes in education settings and communities we support and empower young Londoners to speak up, recognise, acknowledge, and call-out unacceptable behaviours. These programmes aim to change norms and accepted behaviours within a group context. This work is informed by bystander theory to build young Londoners' confidence and skills to challenge their peers, professionals, communities and decision makers.

To make sure that the places and spaces where young Londoners spend their time are safe and positive we are developing our work directly in and with communities. This includes our housing advocacy and support provided via the Pan-London Housing Reciprocal as well as place-based interventions that draw on our knowledge of contextual safeguarding to improve the safety of young Londoners in their own home and neighbourhood.

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers.

These include, for example, projects to analyse and better understand our data, to research and evaluate the impact of our programmes, and to enhance the way that we communicate about our work with the public. Other key enablers ensure that young Londoners have a strong and prominent voice in influencing and shaping how we deliver our services; and developing an equity, diversity, and inclusion plan that will ensure that all our services are accessible to any young Londoners that need them.

b) Unrestricted funds

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

Notes to the financial statements Year to 31 March 2022

13 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	**Total funds 2022 £**
Tangible fixed assets	17,674	-	**17,674**
Current assets	1,464,729	-	**1,464,729**
Creditors due within one year	(681,555)	-	**(681,555)**
Creditors due in more than one year	(35,584)	-	**(35,584)**
Total	765,264	-	**765,264**

	Unrestricted funds 2021 £	*Restricted funds 2021 £*	*Total funds 2021 £*
Tangible fixed assets	*14,752*	-	*14,752*
Current assets	*747,398*	-	*747,398*
Creditors due within one year	*(267,412)*	-	*(267,412)*
Total	*494,738*	-	*494,738*

14 Pension commitment

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £43,855 (2021: £51,080).

The defined contribution liability is allocated to unrestricted funds and is split between direct and support costs.

15 Operating lease commitments

At 31 March 2022 the charity had commitments to make future minimum lease payments under non- cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	99,589	96,848
Later than 1 year and not later than 5 years	128,782	229,339
	228,371	326,187

The following lease payments have been recognised as an expense in the statement of financial activities:

	2022 £	2021 £
Operating lease rentals	96,848	86,137

16 Related party transactions

During the year ended 31 March 2022 the charity made payments of £8,250 (2021 - £1,200) to the husband of the Finance, Commercial and Contracts Manager for the disposal of office equipment and rubbish. There was a balance of £nil (2021 - £nil) outstanding at 31 March 2022 in respect of these transactions.

There were no further related party transactions during the year (2021: none).

saferlondon

Safer London is a registered charity in England and Wales No. 1109444; and a company limited by guarantee No. 5190766.

www.saferlondon.org.uk

SAFER LONDON

England & Wales - Charity number 1109444

Accounts

saferlondon

TRUSTEES' REPORT

ANNUAL REPORT AND FINANCIAL STATEMENTS
31 MARCH 2021

Company Limited by Guarantee
Registration Number
05190766 (England and Wales)

Charity Registration Number
1109444

TRUSTEES' REPORT
31 MARCH 2021

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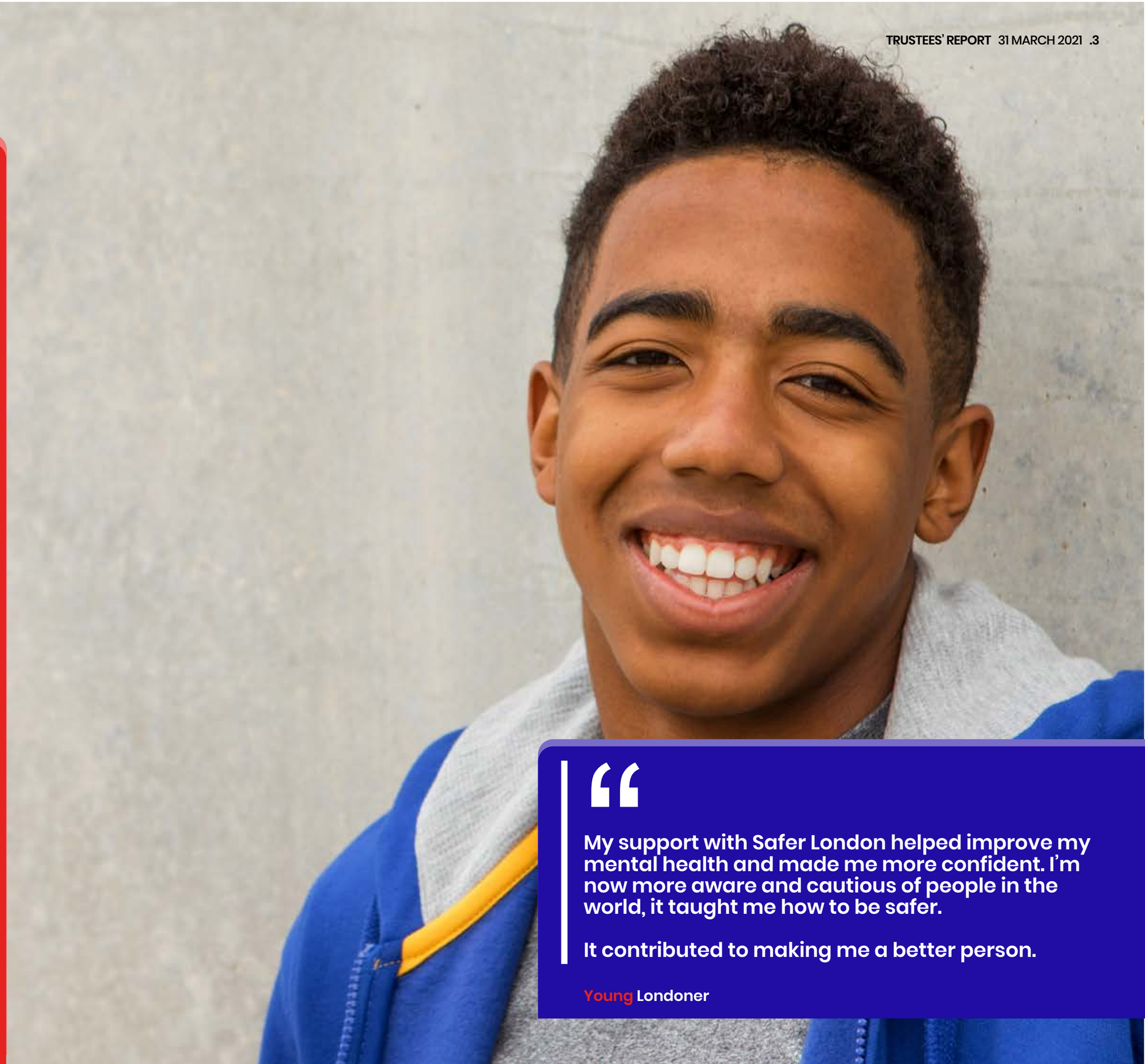


"My support with Safer London helped improve my mental health and made me more confident. I'm now more aware and cautious of people in the world, it taught me how to be safer.

It contributed to making me a better person.

Young Londoner

REFERENCE AND ADMINISTRATIVE INFORMATION

TRUSTEES

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair
- André Campbell
- Valerie Floy, Hon. Treasurer (from 26 November 2020)
- Anthony Gunter
- Jeremy Hall, Hon. Treasurer (until 26 November 2020)
- Baroness Sally Hamwee

KEY MANAGEMENT PERSONNEL

Senior Leadership Team

- Chief Executive Officer – Sherrylyn Peck
- Director of Quality and Internal Resources
- Director of Safeguarding
- Finance, Commercial & Contracts Manager
- Head of Business Development
- People Manager
- Organisational Lead x4

Other key personnel

- Executive Assistant to the CEO
- Information Governance & Data Services Manager

REGISTERED OFFICE

Skyline House
200 Union Street
London
SE1 0LX

COMPANY REGISTRATION NUMBER

05190766 (England and Wales)

CHARITY REGISTRATION NUMBER

1109444

BANKERS

National Westminster Bank
10 Southwark Street
London
SE1 1TJ

AUDITORS

Buzzacott LLP
130 Wood Street
London
EC2V 6DL

The Trustees present their report together with the financial statements of Safer London for the year to 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out on pages 67 to 71 of the attached financial statements and comply with the charitable company's Articles of Association, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland (FRS 102).

WHY SAFER LONDON EXISTS

Safer London is a leading London charity working with young Londoners and their families affected by violence and exploitation.

Through one-to-one intervention and targeted group work, we're supporting young Londoners to move onto the positive futures that they deserve. We put young Londoners at the centre of their support, focusing on them and their needs. By building strong, trusting relationships we gain an insight into their world, begin to understand what they need and together we find the best ways to keep them safe.

Understanding that young Londoners' lives are shaped by the world in which they live, we work not only with them and their families, but also their peer networks and directly within the community and the places where they live and spend their time.

We're committed to learning, innovating, and delivering high quality, evidence-based support. With a footprint in every borough in London,we build trusting, professional partnerships to embed our approaches and work towards achieving our vision of a city that is safer for all young Londoners who live here.

1139
YOUNG LONDONERS AND FAMILIES

REACHED IN 2020|21

Our Purpose - what makes us different.

1. Safer London is on a mission to make the city safe for young Londoners. By working with young Londoners, their families and peers, as well as the places where they spend their time, we can create a safer London not just for them – but everyone.

2. We're paving the way for young Londoners to reach their full potential. We're here for them, wherever they are and whenever they're ready.

3. Young Londoners are full of ambition and aspiration. Too many are experiencing violence and exploitation. We are working alongside young Londoners, supporting them to have the future they deserve.

4. With a footprint in every London borough we have the influence and flexibility to make real change. As they move, our support can move with them.

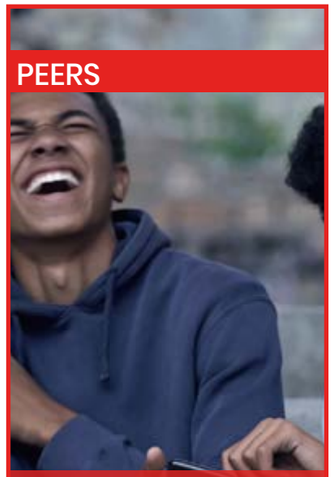
5. Young Londoners are inspirational, the future of London. By working alongside them, their families, peers and communities we will unlock their potential.

In our strategy 'A Safer London for Everyone: People, Peers, Places' we make a commitment to young Londoners and the communities in which they live, learn and work.

Our work is delivered through three key themes: People, Peers and Places.

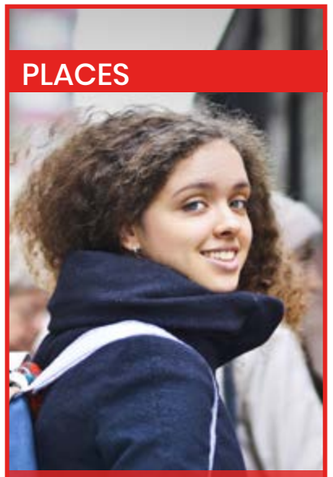
PEOPLE

We'll provide trusted individual relational support to ensure more young Londoners will feel safer, be safer, and have positive futures.



PEERS

We know that young Londoners are influenced by the views and actions of their peers. Safer London is working to enable young Londoners to support and be supported by their peers.



PLACES

We'll work directly in the community to ensure that the places and spaces where young Londoners spend their time are safe and positive.

Our **Vision** is a city where all young Londoners, their families, peers and communities can thrive, free from exposure to violence and exploitation.

Our **mission** is to create lasting change by preventing violence and exploitation from negatively impacting on young Londoners, their families, peers and communities.

Our values

Safer London strives to be:

- **Change-makers**
  We bring creativity, passion and innovation to make a lasting difference.
- **Inclusive**
  All that we do recognises and values the diverse experiences of young people.
- **Trusted**
  People trust us because we have a track record of consistent, high quality delivery.
- **Courageous**
  We are brave, unafraid to challenge and committed to empowering young Londoners to stay safe and happy.
- **Collaborative**
  We stand with individuals and organisations who share our vision.

TRUSTEES' REPORT

A SAFER LONDON FOR EVERYONE: OUR FIVE YEAR STRATEGY

We believe that by working alongside young Londoners, their families and peers, as well as with the places where they live and spend their time, we can create a safer London not just for them – but everyone.

That's why our new strategy A Safer London for Everyone, focuses our work over the next five years around three themes: people, peers and places.

Despite the limitations and obstacles created by the pandemic we made great strides in the first year of our strategy.

OUR ACHIEVEMENTS

- We developed and launched the Safer London Front Door approach to taking referrals. This single point of contact not only helps to streamline our referrals, increasing efficiency – it also means going forward we will be better able to identify needs and trends.
- We brought together learning and expertise from across Safer London to create one cohesive service for young Londoners.
- In-house subject experts e.g. housing and emotional wellbeing ensure all our team - and young Londoners - can access specialist support.
- We built a pathway and started our journey for young Londoners to influence delivery, development and decision making within Safer London. This work confirmed our commitment to ensure young Londoners are at the heart of everything we do.
- We brought in a new case recording system and developed a Theory of Change for our People work: this sets out the way we work with young Londoners and their families, to help us achieve our overarching goal of reducing violence and exploitation. Both will help us to effectively measure the difference we're making. We built the capacity to take place-based referrals through our new case recording system.

When we launched our Strategy in April 2020, it was supported by....

A SERIES OF THOUGHT-PROVOKING WEBINARS

Bringing together the voices of experts, our talented team and the young Londoners we worked with, the webinars generated meaningful conversations around such topics as the victim-perpetrator cycle, the role places have in a young person's safety and viewing young Londoner's peers as positive influences, rather than negative.

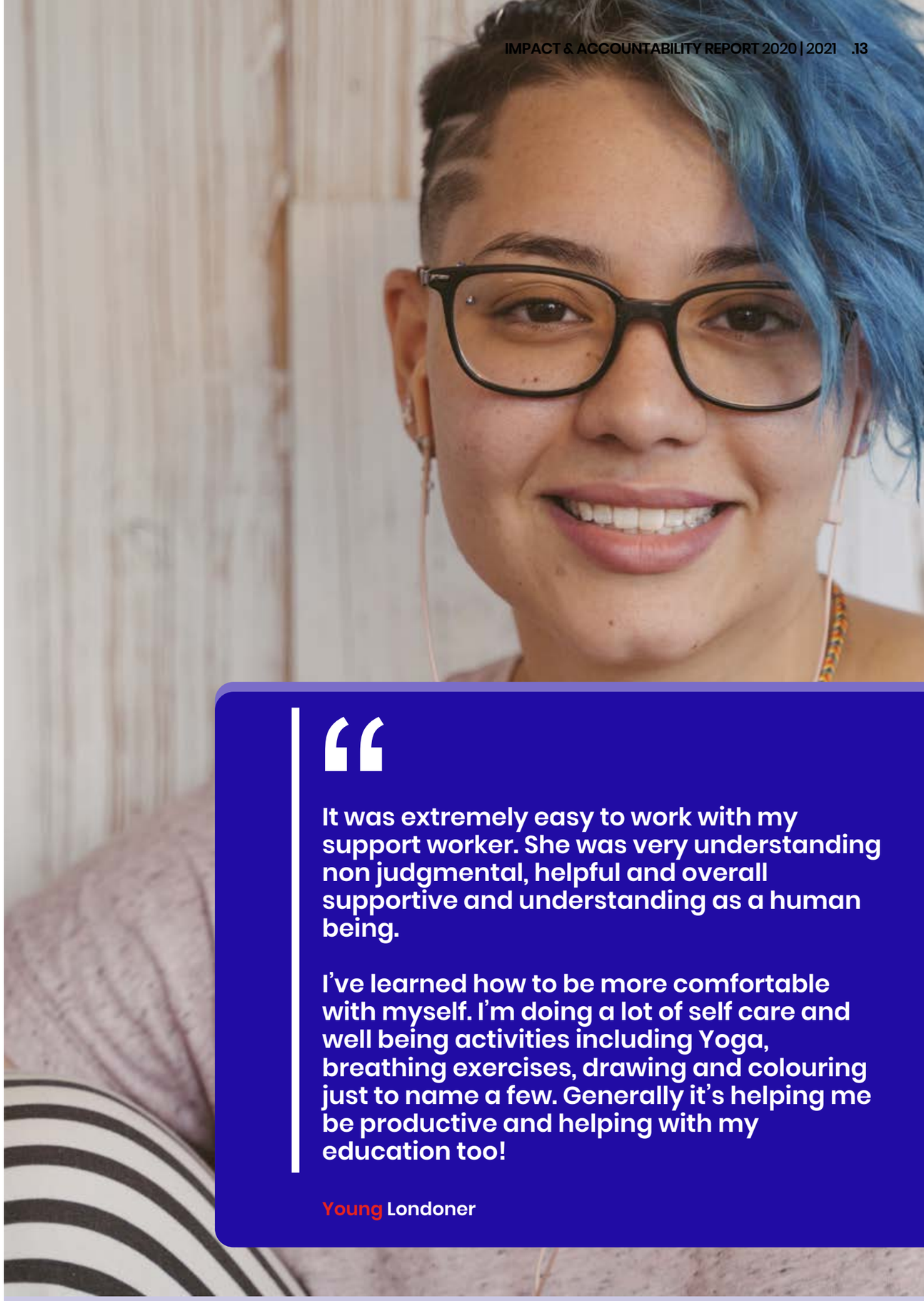
A NEW WEBSITE

Developed by MRM McCann, our website supports our new streamlined online referral process, as well as allowing us to communicate who we are and what we do effectively.

The future is full of promise, but it will take a lot of work to get there.

Over the next four years of our Strategy, we will hold ourselves accountable to our objectives. We will recognise our shortcomings. We will adapt and change to the needs of the young Londoners we work with.

Nothing is set in stone except our unwavering commitment to stand with young Londoners



"It was extremely easy to work with my support worker. She was very understanding non judgmental, helpful and overall supportive and understanding as a human being.

I've learned how to be more comfortable with myself. I'm doing a lot of self care and well being activities including Yoga, breathing exercises, drawing and colouring just to name a few. Generally it's helping me be productive and helping with my education too!

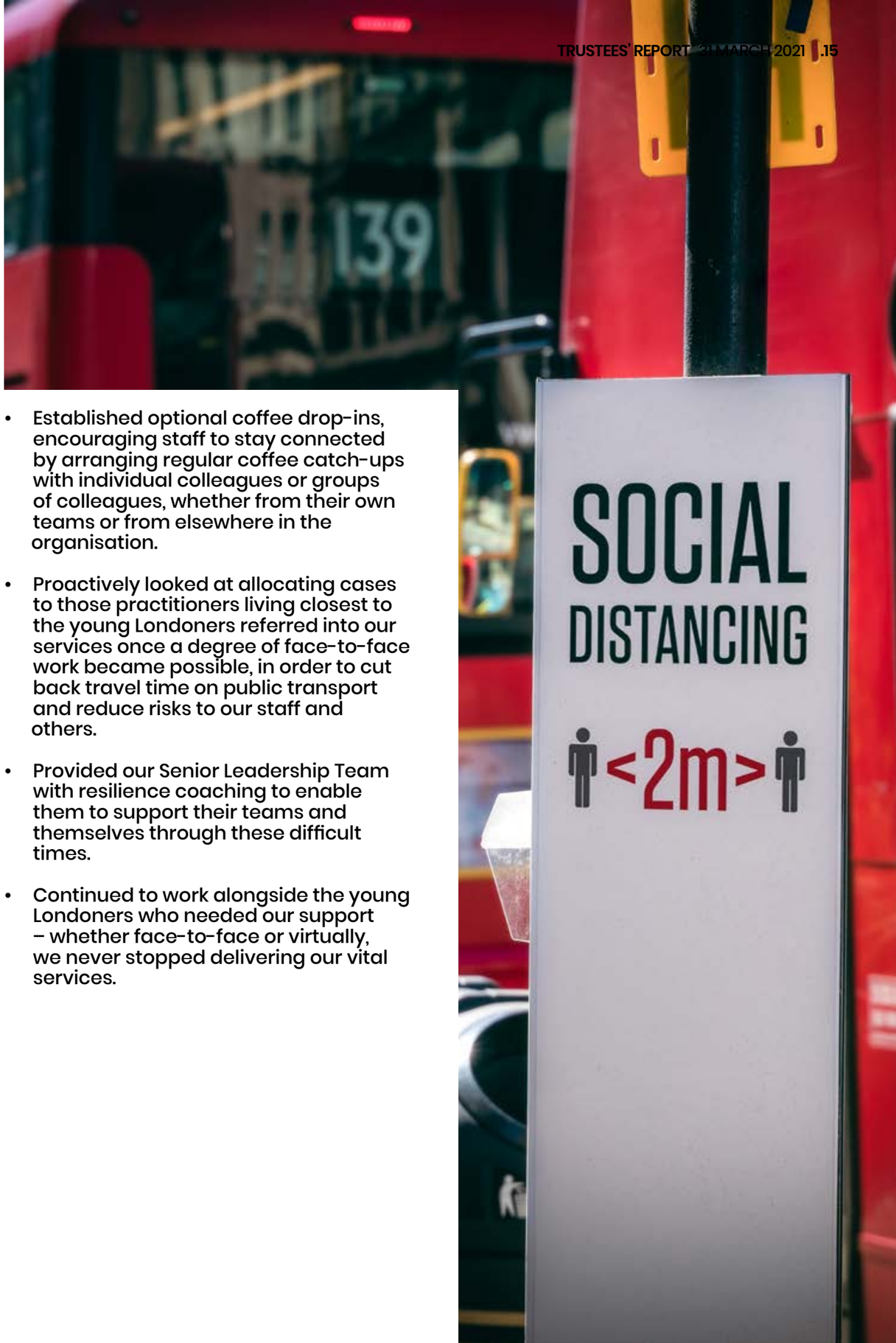
Young Londoner

COVID-19 & SUPPORTING OUR TEAM

Since March 2020 the world has been impacted by a coronavirus pandemic which can lead to infection with COVID-19.

The global response to this virus, and more specifically the response of the UK government and London Councils, has impacted the way Safer London works, its policies and procedures. To support staff, the organisation:

- Gave staff the option to take flexi-furlough while this was being supported by the government so they could manage their workloads around caring responsibilities or school closures, as well as introducing an interim Flexi-Time Policy to support those staff members who were impacted by the closure of schools and nurseries.
- Updated our entire suite of policies with a COVID-19 statement to show how each policy might be impacted by responses to the pandemic.
- Ensured staff had the equipment they needed to work from home and carried out workstation self-assessments to manage any risks associated with home working.
- Updated our Absence & Leave Policy to provide for absence directly related to Covid-19, offering additional sick pay over and above the current allowance and making such absences exempt from any HR processes.
- Set up processes to manage annual leave during the pandemic, ensuring that staff were able – and indeed encouraged – to take their annual leave while also ensuring that the business needs were covered off at all times.
- Undertook a COVID-secure risk assessment for the office, made necessary adaptations and introduced new processes for using the space safely.
- Increased the frequency of our team review meetings so that staff did not feel overwhelmed delivering services on their own.
- Provided staff with PPE kits for themselves and for the young Londoners they were meeting once we resumed face-to-face work in the community, and allowed staff to adjust their working hours so they could travel during quieter hours.
- Provided regular communication updates from the CEO – these were initially sent out weekly before becoming a fortnightly feature.
- Supported staff with accessing COVID-19-testing as needed.
- Instituted monthly, virtual all staff meetings to keep staff engaged with the wider organisation – these included a mix of need-to-know information and updates on our practice and other developments of interest to the organisation.
- Established optional coffee drop-ins, encouraging staff to stay connected by arranging regular coffee catch-ups with individual colleagues or groups of colleagues, whether from their own teams or from elsewhere in the organisation.
- Proactively looked at allocating cases to those practitioners living closest to the young Londoners referred into our services once a degree of face-to-face work became possible, in order to cut back travel time on public transport and reduce risks to our staff and others.
- Provided our Senior Leadership Team with resilience coaching to enable them to support their teams and themselves through these difficult times.
- Continued to work alongside the young Londoners who needed our support – whether face-to-face or virtually, we never stopped delivering our vital services.



MOVING TO THE CLOUD

One positive outcome from the pandemic was that it moved a long-planned move to Cloud-based working to the front of our agenda, since it made home-working for our staff considerably easier.

We had been planning this move for the next five years, when our existing land-based servers were due to expire.

The much greater demand placed on this ageing infrastructure by virtual meetings, an even greater dependence on e-mail communications and more people accessing the remote server software for longer periods of the day encouraged us to move this work forward.

Supported by our IT providers and funders, including a grant from The London Community Foundation, we were able to complete the move to Cloud-based working by 1 April 2021.

COMMUNICATION: A FOCUS ON OUR FAMILY WORK

CHALLENGE

One of the themes that kept coming up for the families we worked with was the sense of loss of not being able to go out, not being able to see their loved ones.

Therefore, they needed a lot of emotional support. They needed a space to just talk about how they were feeling. One of the main worries for parents and carers centred around their children still going out and not understanding or being aware of the risks. To support this, we focused our support around communicating effectively with their children.

CHANGE

We continued our work remotely with families, primarily over the phone and WhatsApp. The support was greatly appreciated. Some parents expressed relief, as they thought that the support would stop entirely when the country went into lockdown.

CELEBRATE

Our team put together a mail-out to the parents and carers.

The 'A little Something' mailout was about speaking hopefully to their situation. It included positive stories, motivational quotes and inspiring articles, all aimed at uplifting their spirits during this difficult and troubling time. Resources around wellbeing and activities they could do with their children were also included.

Parents were encouraged to get involved and take ownership by sharing their ideas so that they could support each other.

MAINTAINING ENGAGEMENT

CHALLENGE

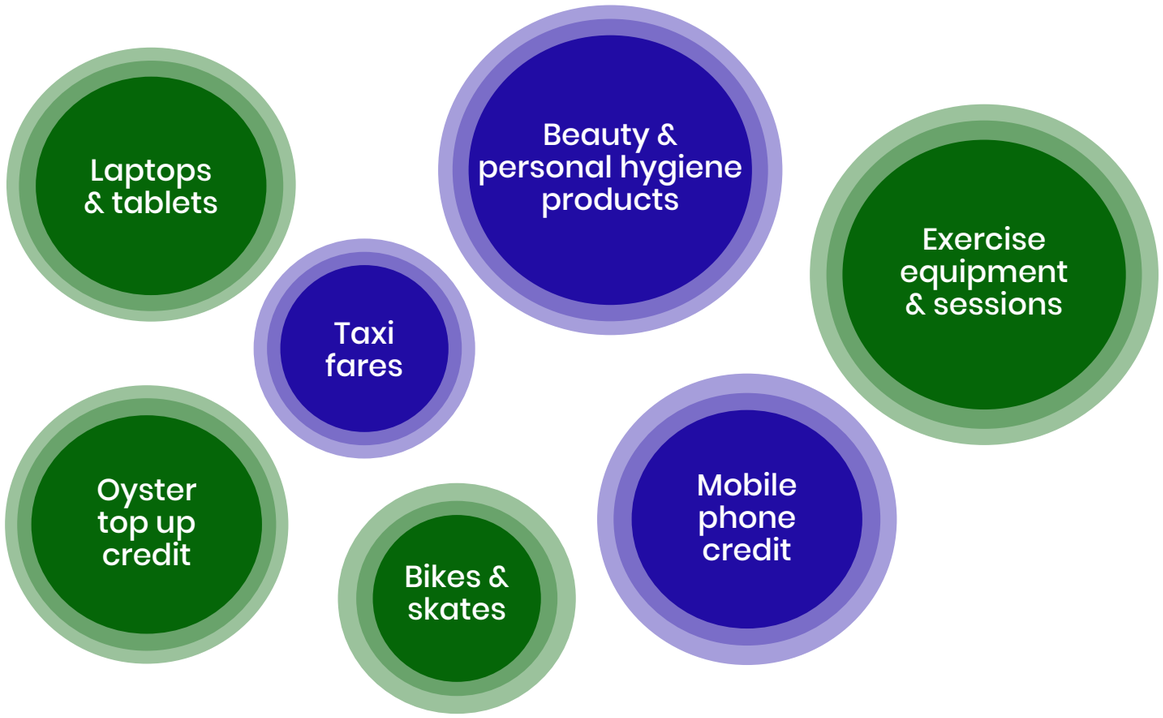
Coming into 2021 we asked ourselves as an organisation how we could continue to support young Londoners and their families over the winter following the impact caused by the pandemic and subsequent lockdowns.

CELEBRATE

Through the Winter Engagement Fund, we provided young Londoners with items that they were not able to afford or have access to, which would help our engagement with them.

This included covering travel expenses and providing mobile data, so our work with them could continue. As well as items to help with their support and overall intervention.

The fund provided young Londoners...



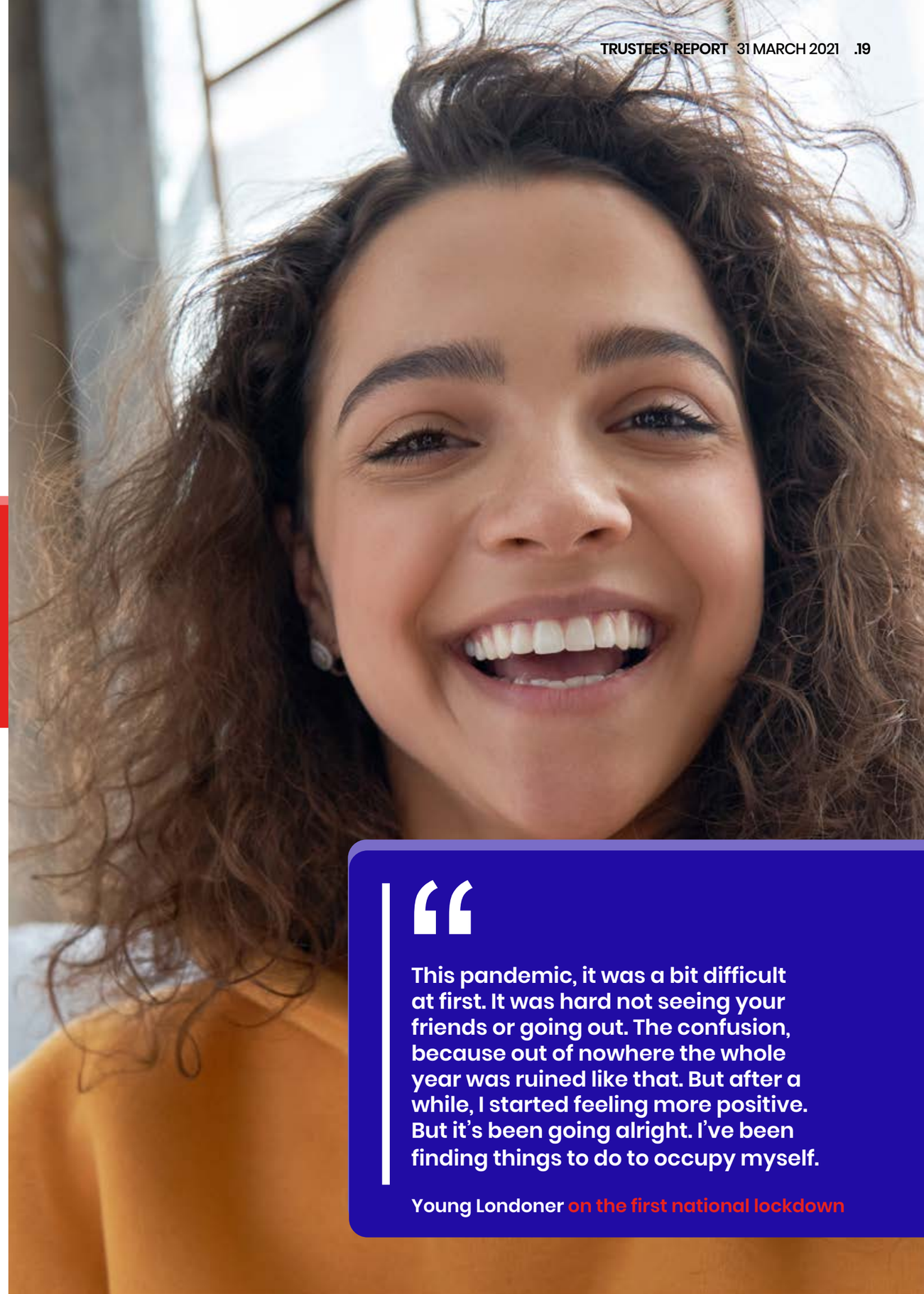
CHANGE

Supported by a grant from Help For Children we set up the Winter Engagement Fund. The fund enabled us to address the barriers to engagement over the winter period so that our support could continue to be delivered either through face-to-face contact or remotely.

120

APPLICATIONS

WERE SUBMITTED INTO THE FUND, TO COVER COSTS OR PROVIDE ITEMS TO YOUNG LONDONERS



> "This pandemic, it was a bit difficult at first. It was hard not seeing your friends or going out. The confusion, because out of nowhere the whole year was ruined like that. But after a while, I started feeling more positive. But it's been going alright. I've been finding things to do to occupy myself.
>
> Young Londoner on the first national lockdown

SAFETY SERIES: VIRTUAL WORKSHOPS

CHALLENGE

Despite the challenges of the past year, many of the young Londoners and families we work with engaged very well virtually.

They were appreciative of the support in whatever form it came. Some found that virtual sessions were much more useful, or they were able to engage more easily. For others, virtual support has been difficult to access.

When our work was able to resume within the community, these children, young people and families were prioritised for face-to-face support.

CHANGE

The end of the year saw the delivery of the March360 Safety Series. A series of thirty-minute virtual workshops, which were designed to help young Londoners beat the pandemic's fatigue and uncertainty.

Each session was topical and included a practical toolkit that promoted the core messages of thriving mentally and physically through repetitive positive action.

Young Londoners who expressed an interest in attending the workshops were first invited to have a telephone conversation with one of the team.

This "staying safe" telephone intervention focused on discussing the impacts the third lockdown had on their safety and developing safety plans to mitigate risk. It aimed to fill the gap left behind as some local services were forced to close during this period.

CELEBRATE

After the series finished, a third of the young Londoners who engaged with the programme sought further support from Safer London. We'll work with them to further build their resilience and self-confidence, as well as look more in-depth at issues surrounding their safety.

32
WORKSHOPS

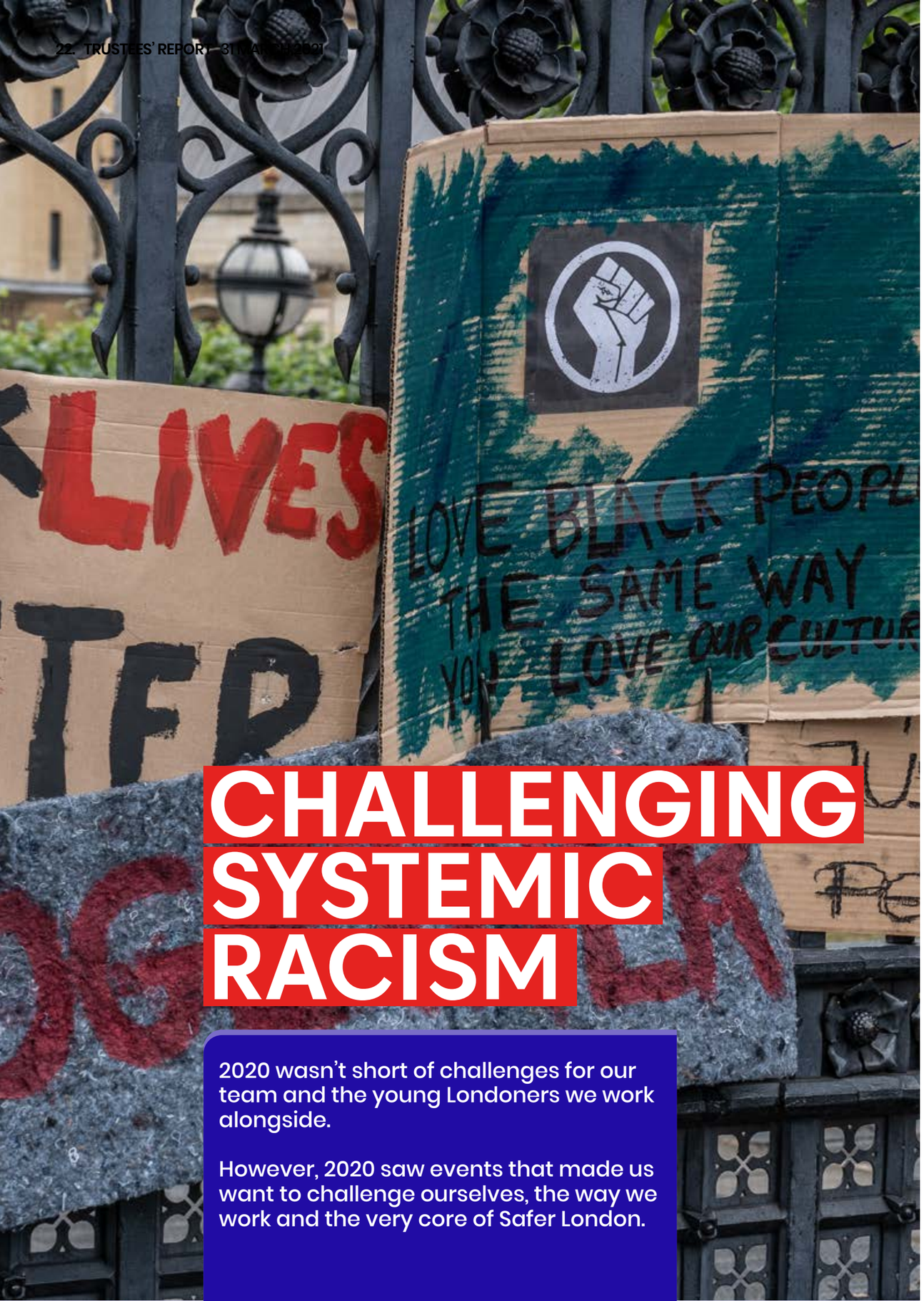
DELIVERED OVER THE COURSE OF 16 DAYS

150
YOUNG LONDONERS

REACHED THROUGH THE PROGRAMME

70
YOUNG LONDONERS

ATTENDED AT LEAST ONE SESSION. 45 ATTENDED TWO OR MORE SESSIONS



CHALLENGING SYSTEMIC RACISM

2020 wasn't short of challenges for our team and the young Londoners we work alongside.

However, 2020 saw events that made us want to challenge ourselves, the way we work and the very core of Safer London.

WORKING TOWARDS BECOMING ANTIRACIST

Social injustice and racial inequality are recurring themes that we see time and time again in our work with young Londoners.

The sad, tragic and unnecessary death of George Floyd sent shockwaves across the world. For young Londoners from minoritised communities it was undoubtedly a triggering event that reminded them of their own experiences.

CHALLENGE

As the Black Lives Matter movement swept across the globe, we made a commitment. Not just to the young Londoners, families and communities we work with, but our rich and diverse team.

Like many individuals and organisations, the events that were playing out reminded us all at Safer London that we have a long way to go before we can comfortably say we are doing everything we can to address inequity.

CHANGE

We started our journey to becoming an antiracist organisation and to create a clear five year Equity, Diversity and Inclusion (EDI) Plan. Looking ahead, we want Equity, Diversity, and Inclusion to be as embedded into our work as much as Safeguarding is.

CELEBRATE

Last year...

We recognised addressing systemic racism means engaging all. So,we hosted white fragility and privilege sessions.

By bringing together our diverse team, they were able to discuss and learn together from each other's unique experiences.

We organised training and development sessions for all our team, on the topics of EDI and intersectionality.

We commissioned Listen Up to facilitate Reflective Space Sessions for Black Staff.

Our team were able to discuss issues relating to their race and cultural identity such as systemic oppression, in a place that was safe for them to do so.

We created a development group to ensure that the resources we use when working with young Londoners considered EDI.

We began updating our internal resources, including our Practice Standards and Service Delivery models, to incorporate EDI.

OUR WORK WITH PEOPLE: YOUNG LONDONERS & THEIR FAMILIES

ONE TO ONE SUPPORT

Our one to one work with young Londoners and their families remains the core of what we do at Safer London.

Our People work is person-centred, tailored to each young Londoner we work with. Young Londoners have the resilience and capabilities to have amazing bright futures, our team just help them to get there.

CHALLENGE

Despite the challenges of the past year, many of the young Londoners and families we worked with engaged very well virtually.

They were appreciative of the support in whatever form it came. Some found that virtual sessions were more useful, or were able to engage more easily this way.

For others, virtual support has been difficult to access. When our work was able to resume within the community, these children, young people and families were prioritised for face to face support.

CHANGE

As our sessions had to be delivered in non-traditional means, welfare checks increased to ensure that the young Londoners we were supporting were still effectively safeguarded from harm.

We increased our advocacy and partnership working to enhance our work. This meant we were able to have more professionals at hand to tackle the wider issues.

CELEBRATE

506
YOUNG LONDONERS & FAMILIES

WORKED ALONGSIDE OUR TEAM ON A ONE TO ONE BASIS

> "The support I received from Safer London has been a huge help towards the healing of my recent trauma.
>
> It was so helpful to be able to speak to someone who was always willing to help, advise and just simply listen.
>
> Speaking with my Support Worker made me feel as though I didn't need to go through my emotions on my own and that really helped with the process.
>
> Young Londoner

IN HOUSE SPECIALISMS

CHALLENGE

Working alongside young Londoners affected by violence and exploitation isn't a cut and paste job. Each young Londoner has specific needs based on their unique circumstances.

For years Safer London has had in house specialists in areas including mental wellbeing, housing advocacy and many more. However, not all the young Londoners or staff had direct access to these specialist workers.

CELEBRATE

Our in-house experts can be accessed by as many young Londoners as possible. It means our team are no longer working in silo.

They are always working with and learning from one another, giving young Londoners the best chances possible.

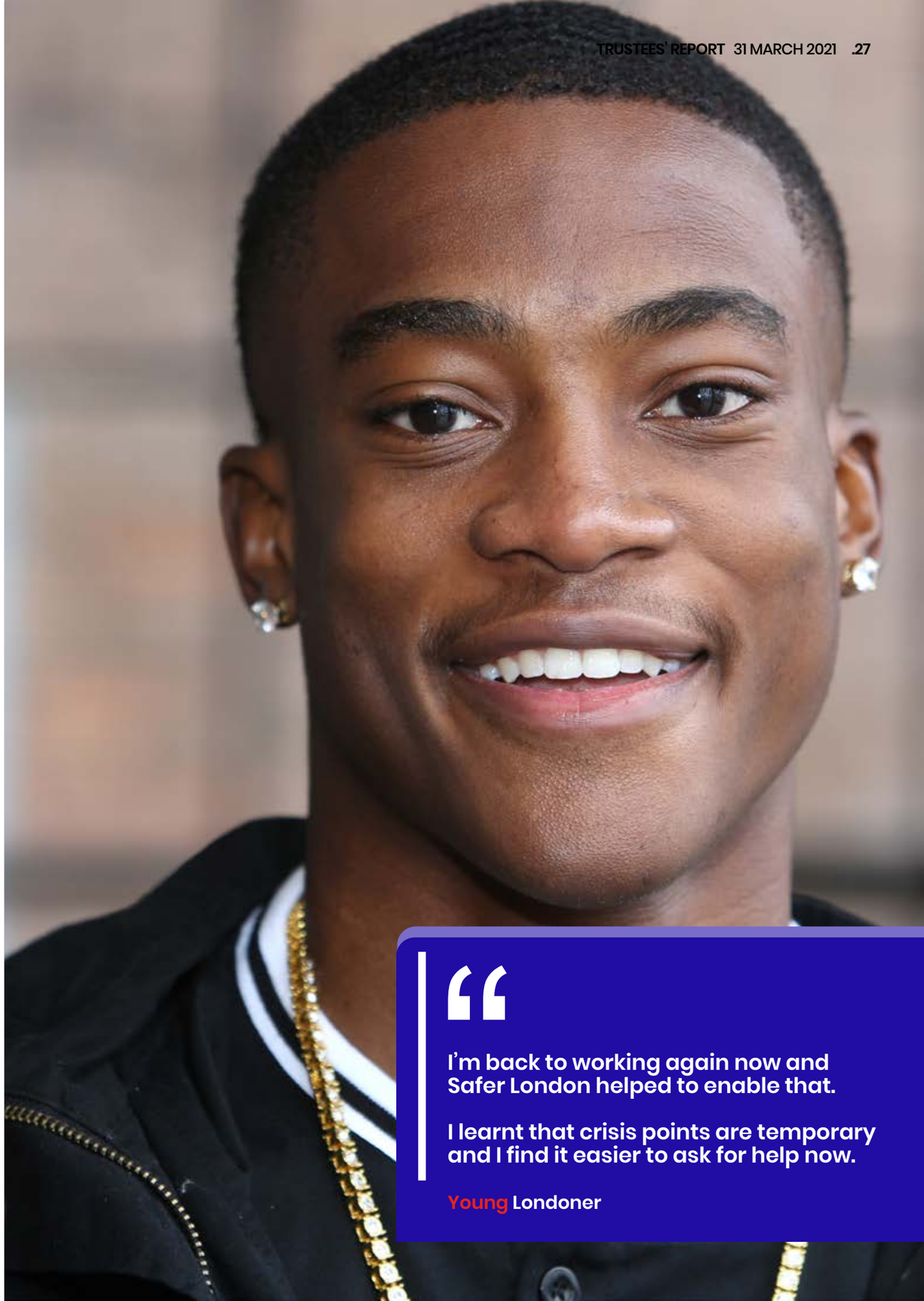
CHANGE

Over the past year we worked to create one cohesive service for young Londoners, our One Front Door approach.

Young Londoners and families who are referred into our services can now access our specialist workers if needed.

174
YOUNG LONDONERS & FAMILIES

RECEIVED SPECIALIST SUPPORT FROM SAFER LONDON'S IN-HOUSE EXPERTS. THAT'S 34% OF THOSE WHO ACCESSED OUR ONE TO ONE SUPPORT



"

I'm back to working again now and Safer London helped to enable that.

I learnt that crisis points are temporary and I find it easier to ask for help now.

Young Londoner

> It was good having someone to talk to.
>
> Someone who understands, someone who doesn't judge.
>
> Young Londoner

THE SAFER LONDON FRONT DOOR

CHALLENGE

Historically, young Londoners were referred into Safer London's services and support via multiple routes. This was dependant on what type of risk they faced – sexual exploitation or abuse, criminal exploitation or violence.

However, a lot of young Londoners we work with live lives touched by all of these. We wanted to create a mechanism where we could assess all referrals coming in, ensuring all children, young people and families that come through to us are receiving the support they need based on their circumstances.

CHANGE

Last year we created one point of entry for young Londoners accessing our services. Having one point of contact is easier for people who are referred to our services.

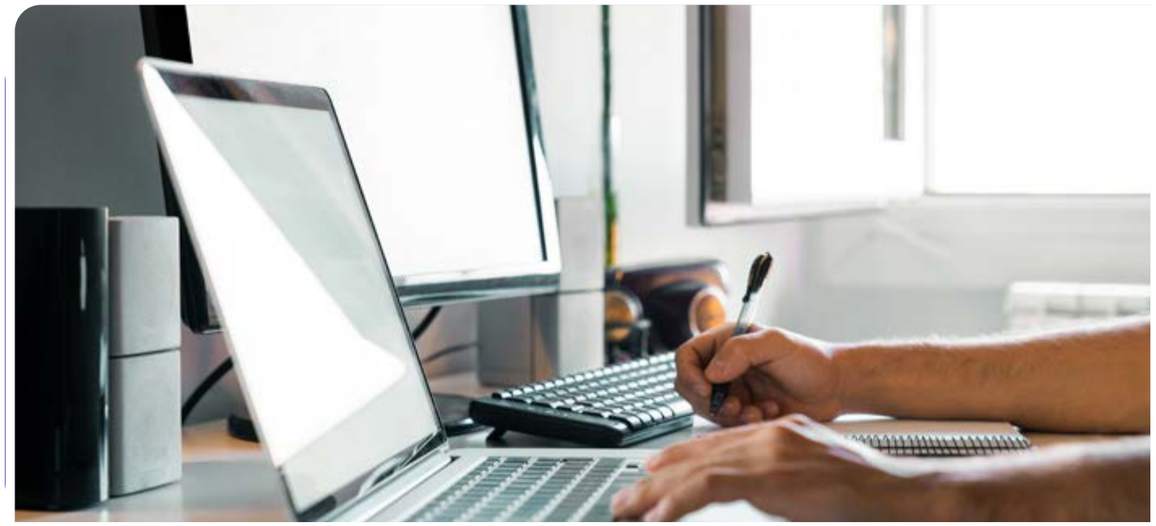
Not only do they have one place to go to ask questions, but it gives that level of consistency that is so often missing. Behind the Front Door is our unique Referral and Assessment team. A dedicated team of professionals made up of individuals who specialise in different areas.

CELEBRATE

The front Door team are so much more than a referral and assessment function. Through this talented team, we reach out and raise awareness, not just of Safer London's work, but the wider issues around violence and exploitation.

In 12 months, they delivered ten sessions to professionals from organisations including Social Services, NHS, Probation, DWP, and the Metropolitan Police.

This outreach will encourage referrals meaning more young Londoners and families will benefit from Safer London's support in the future.



Friends and peer networks that young Londoners choose to spend their time with can have a massive impact on their lives. Both positive and negative.

Through our Peer work, we look to draw on the positive power of peers. Whether this is through group delivery work or looking at ways to embed recognising positive peer relationships in our one to one delivery.

OUR WORK WITH YOUNG LONDONERS & THEIR PEERS

TARGETED GROUP WORK

CHALLENGE

Creating safe non-judgmental spaces, where young Londoners can learn from and support one another, is key to our group delivery work.

So, when London locked down back in March 2020, the impact it had on this area of our work was massive.

We had to re-evaluate our whole approach.

CHANGE

We explored and adapted to virtual delivery in response to how the pandemic was changing the landscape of youth engagement and delivery.

Like many others, we moved to virtual group work. It enabled us to diversify our delivery capabilities and audience reach, despite working from home.

CELEBRATE

423
YOUNG LONDONERS

REACHED THROUGH OUR VIRTUAL GROUP WORK. 376 WERE STUDENTS, RANGING FROM YEAR 7 TO 6TH FORM

39
VIRTUAL SESSIONS

DELIVERED IN TOTAL, WITH 18 SESSIONS SET UP FOR EDUCATION SETTINGS

We ran webinars focusing on topics around healthy relationships.

We delivered virtual sessions in partnership with the Violence Reduction Team and Police.

HARNESSING THE POSITIVE POWER OF PEERS

CHALLENGE

We know the influence that young Londoners' peer networks and friendship groups can have. We also know that we need to do more to acknowledge this and work more effectively with these groups.

We commissioned the Contextual Safeguarding Team at the University of Bedfordshire to conduct research. To help us consider our existing strengths and see if we're doing enough to really harness the power of peer relationships in our work.

CELEBRATE

We started exploring how we can embed peer mapping into our group workshop content.

Some of our sessions now have exercises that explore the positive impact peers can have on one another, such as identifying which friends make a young Londoner feel safe to be around or who they can go to for support.

CHANGE

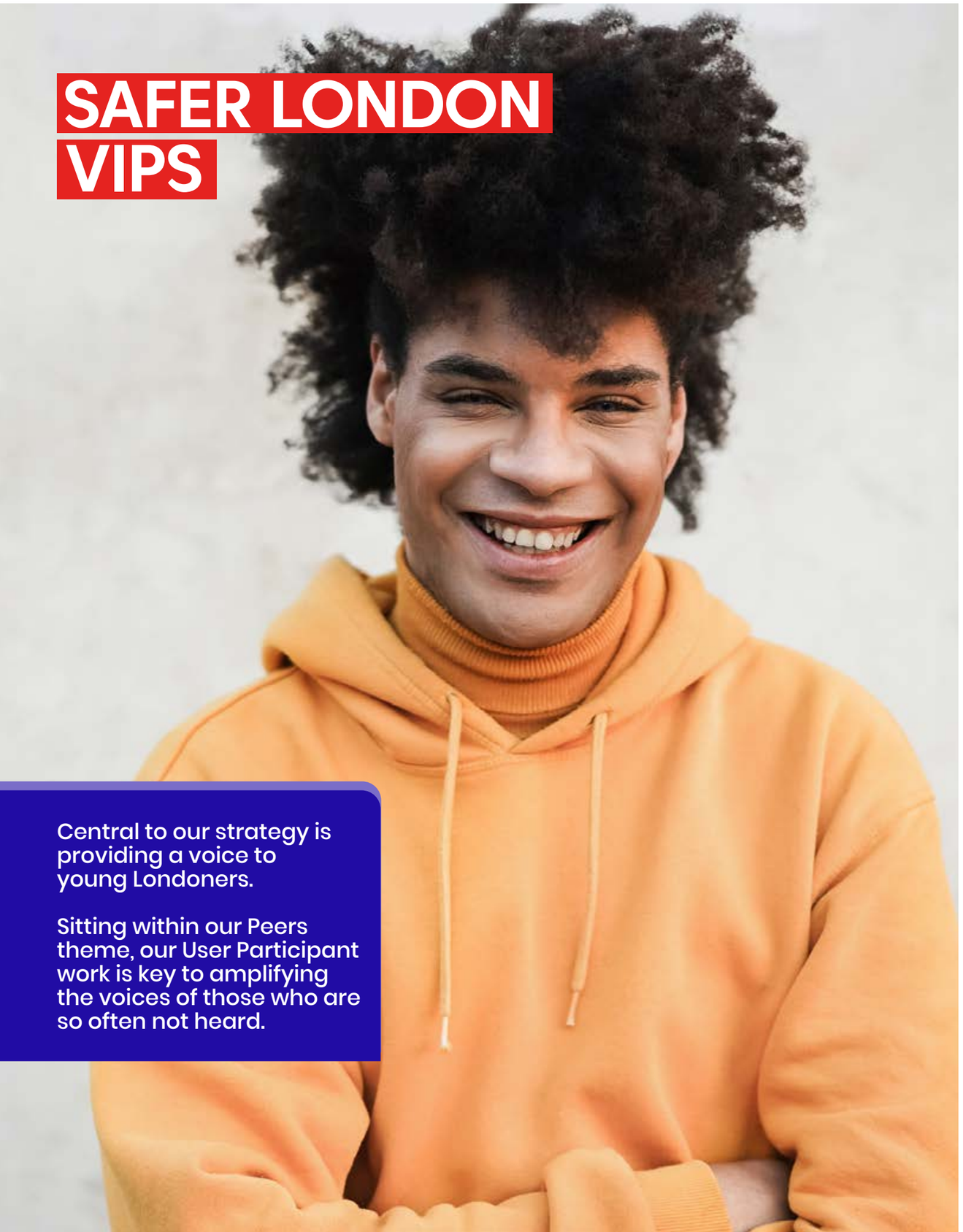
In response to the findings..

We developed our referral and assessment templates to help us consider peer contexts, with a focus on if we're doing enough to really harness the power of peer relationships in our work.

All is considered alongside other contexts, such as family, school and communities. To provide the fullest picture possible.

We supported our team working with young Londoners on a one to one basis, to use peer mapping exercises in their interventions.

SAFER LONDON VIPS



Central to our strategy is providing a voice to young Londoners.

Sitting within our Peers theme, our User Participant work is key to amplifying the voices of those who are so often not heard.

CHALLENGE

Young Londoners whose lives are affected by the issues of violence, exploitation, social inequality, and racial injustice, are often dismissed.

They are often seen as part of the problem, and not part of the solution.

CHANGE

Last year we recruited the young leader Safer London VIPs.

This group of young Londoners help to shape and form who we are as an organisation, as well as contribute to the wider conversation around violence and exploitation in London.

CELEBRATE

Given that all the work the VIPs have done last year has been delivered remotely, the dedication and commitment they've displayed has been nothing short of amazing.

Last year the VIPs...

- Participated in workshops with teams across Safer London. Alongside colleagues from housing and emotional wellbeing, they discussed how our services could be more accessible.
- Sat on our EDI task & finish group. An internal group that looks at accessibility of our services for minoritised communities.
- Fed into consultations for the Mayor of London's Action Plan , which aims to break down the barriers of distrust between minoritised communities and Police in London.
- Helped to shape our external digital channels and contributed to conversations around topics including Sexual Abuse Week.
- Contributed their experiences and stories to external reports for Revolving Door and Stopwatch.

> "It has been an opportunity for me to engage with other young people with similar pasts, and different people within the organisation.
>
> To really hear the opinions and points of views of people who could really understand you. People who want to give you a voice."
>
> **Safer London VIP**

OUR WORK WITH PLACES & COMMUNITIES

Young Londoners' experiences are shaped by the world in which they live and the places where they spend their time.

We understand the impact the wider context of their lives can have on their safety and the harm they may face outside of the family. Whether this be the area where they live, where they spend their leisure time, their education setting, the businesses they frequent, or the ways that they travel around the city and beyond.

ONE TO ONE HOUSING ADVOCACY

CHALLENGE

Often the place where a young Londoner lives can have a massive impact on their safety.

The housing landscape can be tricky to navigate, particularly in London. Our specialist workers are there to provide advice and guidance, so that young Londoners can access safe housing.

49 YOUNG LONDONERS

WERE SUPPORTED BY OUR SPECIALIST HOUSING ADVOCACY WORKER

CHANGE

We organised a knowledge exchange session with the homeless charity Shelter. The session was co-developed and delivered by teams across Safer London, from housing to Rescue and Response County Lines.

The session aimed to raise awareness and education around Contextual Safeguarding and bespoke advocacy for young people fleeing exploitation and violence.

CELEBRATE

Sharing our knowledge and experience in this area is key. We want to help young Londoners we don't work with or have access to.

This year we experimented with new ways of engaging partners to do just that.

PLACE BASED INTERVENTIONS

CHALLENGE

Traditional safeguarding approaches and interventions in the UK tend to solely look at the young person who has been identified as at risk and their immediate family setting. They can often fail to look at the wider context of their lives.

This can be their peer networks, online activities and the places and space where they live and spend their time. When a young Londoner, or group of young Londoners, are at risk in a certain area – little is done to address that area. The focus tends to be on the individuals or groups at high risk.

CHANGE

Drawing on our evolving knowledge of Contextual Safeguarding Approaches we built the mechanism for spaces and places to be referred into Safer London.

Our team worked together to look at the areas of risk, bringing together those from the community affected and professionals to discuss collaboratively what can be done to reduce that risk.

CELEBRATE

At the end of last year, we created Family and Community Worker roles.

These members of our team have specialist knowledge on how to work with communities, empowering them to keep the young Londoners who live there safe.

6
WORKSHOPS

DELIVERED ON THE TOPICS OF CONTEXTUAL SAFEGUARDING AND CHILD SEXUAL EXPLOITATION TO ORGANISATIONS INCLUDING PUPIL REFERRAL UNITS, CARE HOMES AND LOCAL AUTHORITIES.

THE PAN-LONDON HOUSING RECIPROCAL

CHALLENGE

Social housing in London will always remain a huge issue. Demand is high and stock is low. This can create a massive barrier for Londoners fleeing violence and abuse to find homes they can afford in a place that is safe.

CHANGE

This year also saw us take on an administrative role in supporting the Mayor of London's efforts to support those affected by Domestic Abuse trapped because of the pandemic.

The emergency housing pathway was a coalition project delivered by Solace Women's Aid and Southall Black Sisters, Hestia, the Outside Project and Victim Support. Working against the clock, our team helped to plan and mobilise the project that was essential to the safety of hundreds of Londoners.

CELEBRATE

The Pan-London Housing Reciprocal continued on their success in previous years. The Reciprocal continues to share its learning in the wider sector, in its unique position as the first large-scale housing reciprocal scheme in the UK.

42
HOUSEHOLDS

MOVED THROUGH THE RECIPROCAL, 40 OF WHICH WERE FAMILIES

52
ADULTS

AND 62 CHILDREN MOVED TO SAFE AND AFFORDABLE HOUSING

1476
PROFESSIONALS

REACHED THROUGH TRAINING AND WORKSHOPS

> "This scheme is amazing for placing those most in need with suitable properties in the boroughs of their choice.
>
> It really does give clients that extra option to move away from their current location.
>
> Pan-London Housing Reciprocal Partner

> I've never had support before, like what our Support Worker gave. Me and my daughter have been failed by all aspects of the system apart from Safer London.
>
> Our Support Worker was more than helpful if it wasn't for her I don't know what we would have done. She literally saved us.
>
> Parent

COMMUNITY IN PRACTICE

CHALLENGE

Supporting young Londoners is not something we can do in isolation. We need to work collaboratively with partners, but also support smaller or grassroots community organisations.

CELEBRATE

This year we shifted to virtual meetings, to ensure that all organisations in the community - both small and large - continued to feel supported.

Members presented on topics or themes concerning Contextual Safeguarding or Trauma-Informed Practice.

Following presentations, group discussions allowed attendees to problem solve collaboratively and share good practice and practical tools and ideas.

CHANGE

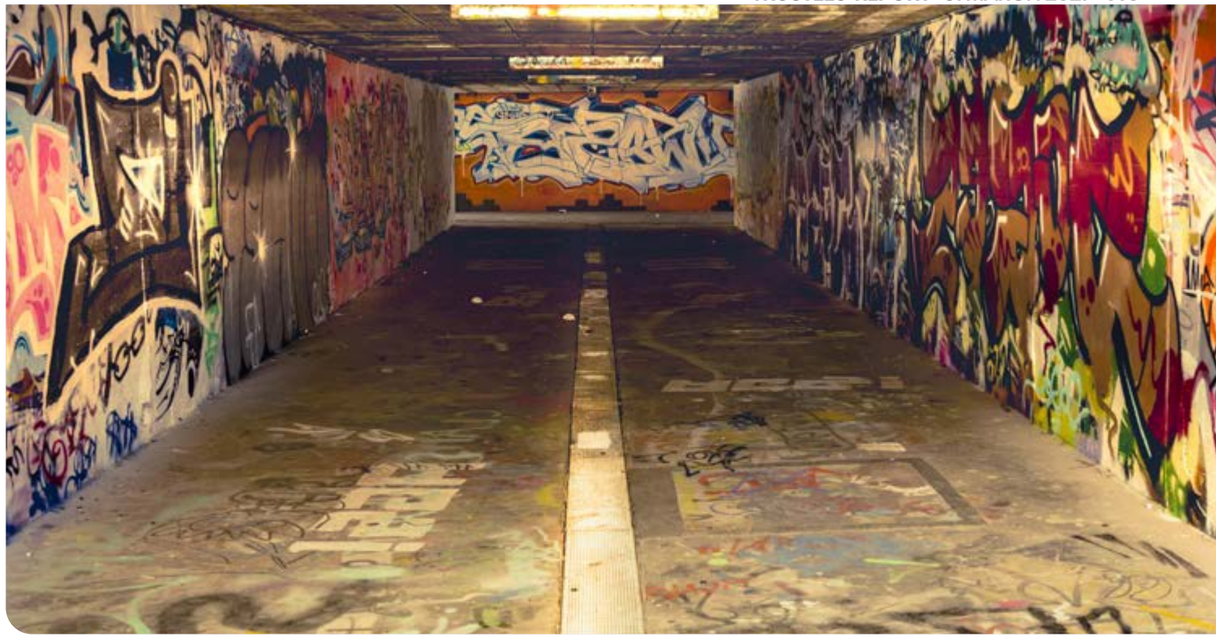
We set up the Community in Practice to do just this. Supported by Partnership for Young London, members include Catch 22; Barnardos, Abianda and RedThread.

Smaller organisations are encouraged to sign up, to learn from the community's experience, knowledge and expertise.

60 PLUS PROFESSIONALS ATTENDED

6 SESSIONS OVER SIX MONTHS

LOOKING TO THE FUTURE



WHAT WE WANT TO DO MORE OF

PLACE BASED INTERVENTIONS

Last year we laid the foundations to start taking referrals for spaces and places where young Londoners experience harm.

The pandemic forced us to pause this area of work. We're investing time and training into our talented team, including our new Family and Community Workers, as well as further developing our understanding of Contextual Safeguarding approaches, so that we can build on this work going forward.

PARTNERSHIPS AND INFLUENCE

Improving the lives of not just children and young people in London but across the entire country is not something we can hope to do alone.

Working in partnership will lead to better outcomes. It will enable us to change the negative perceptions and narrative around young people and make sure that children and young people are a priority in the Government's policies.

Working in partnership with a range of organisations and individuals we are more powerful, combining our shared knowledge, expertise and passion to drive real change.

FUTURE PLANS

PEOPLE

We want to work in a trauma responsive way. Safer London will support its staff to continually develop and create mechanisms for shared learning across the organisation.

Our services and delivery will be shaped by young Londoners. We will work with them to review, assess and develop our offer.

PEERS

We want to be responsive to the needs of peer groups. We will develop and pilot new peer group interventions by empowering active bystanders to challenge attitudes, beliefs, and cultural norms.

We know the important role communities play in keeping young Londoners safe. We want to explore how we can deliver peer-to-peer support embedded in local communities.

Young Londoners must influence the work we do. We will build pathways so that those who have used our services can progress into roles which influence delivery, development and decision making.

PLACES

We want the places where young People spend their time to be safe. We will work with partners including academic experts and community stakeholders to make this happen.

Using contextual safeguarding approaches, we will have a model for referring unsafe places and develop a range of effective interventions.

Through training and knowledge sharing we went to empower individuals and groups to keep themselves and their communities safe. We will work with partners to develop effective ways to keep young Londoners safe in the places they live their lives.

> "I had someone who could advise and advocate for me. It was incredibly important.
>
> Young Londoner

To achieve our future plans we have some key strategic enablers to help us get there.

Funding: Our services are in demand. To continue to meet this need we'll focus on increasing our income sustainably. We'll develop and build on existing relationships and look to increase our funding from Trusts and Foundations, corporate supporters and individual donors.

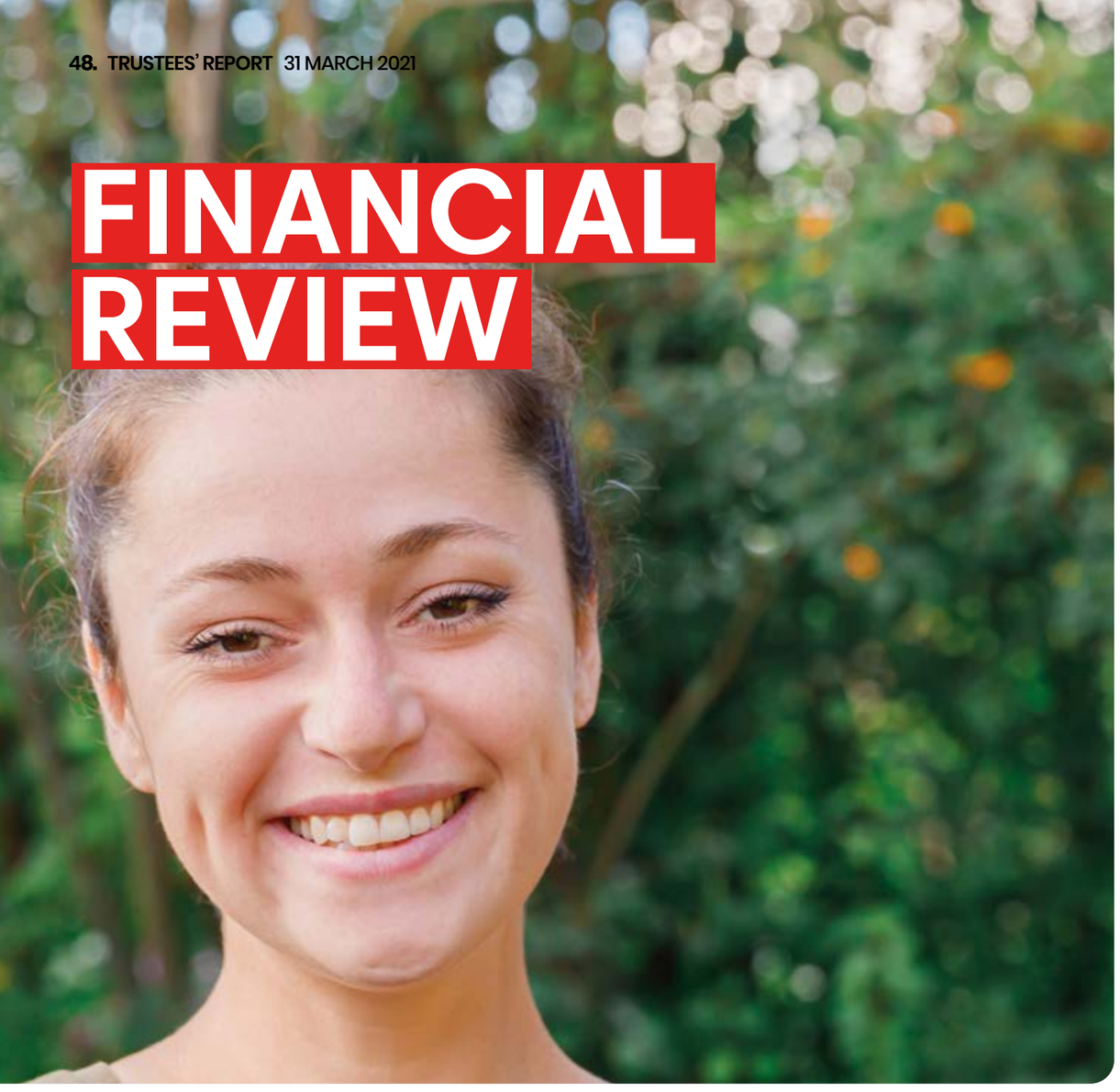
Equity, Diversity & Inclusion: We want to reflect the communities we serve. We know diversity is key to achieving impact. We'll strive to ensure that all our services are accessible to any young Londoners that need them.

Providing a voice: Young Londoners must influence the work we do at Safer London. They will shape us, work with us and inform the development of services. Their influence will be at all levels – determining their own personal support plans, being employed by Safer London, sitting on our Board.

Data & Impact: We'll develop sector leading measurement and evaluation tools to assess the impact we have. We'll be responsive - adapting to new needs, developing our services, and evaluating quickly to scale up what works and change things that don't.

Digital: We won't shy away from digital approaches. We'll use technology to support the highest levels of collaborative working, become more efficient, and let our front-line staff work in a flexible way so they can spend as much time as possible with those we're seeking to support.

Staff & Volunteers: Staff training, learning opportunities, supervision, and working conditions will continue be strengths of Safer London, we aim to be a sector example. Students, volunteers and placements will make excellent contributions to developing what we do.



FINANCIAL REVIEW

SAFER LONDON'S FINANCIAL POSITION AT THE END OF THE REPORTING PERIOD

Our income in 2020/21 was£2,948,170. Our focus for the year was on consolidation and not growth with an acknowledgment that it would take us a few years to generate significant amounts of new funding through the pipeline in order to start growing.

We were also focused on identifying further efficiencies within the central support team. We started the year with a total of £2.6m of secured income and generated £320k in year.

2020/21 income is 3% increase on the income raised in 2019 (£2,859,241). At the same time expenditure reduced by 6% to £2,803,616 (2020: £2,983,823).

Safer London does not solicit donations from individuals. Although we do receive occasional donations from individuals or small groups who have raised funds in aid of our work, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations and the private sector.

RESERVES POLICY

Although there is no explicit legal authority set out in its Articles of Association for Safer London to hold reserves, the organisation has the power to set aside income as a reserve against future expenditure, but only in accordance with a written policy about such reserves. The charity has no explicit obligation to formally accumulate reserves.

Safer London has a reserves policy specifically to support its aims to hold sufficient reserves to:

- enable normal operating activities to continue for a specific period should a shortfall in income occur;
- take account of potential risks and contingencies that may arise from time to time, such as when projects overrun or unplanned events occur;
- acknowledge that there will be times when the size of the business cannot scale back sufficiently in line with contracts lost, since to do so would result in a gap of key personnel which would in turn limit Safer London's ability to operate effectively in order to meet its charitable purpose or grow in the future;
- maintain a presence in the sector;
- cover any known liabilities such as rental agreements which cannot be immediately scaled back in line with changes to the size of the business;
- ensure an orderly close-down of the business if required.

Finally, the Reserves Policy states the following in relation to the desired levels of reserves for Safer London:

"As a result of the process set out above, and acknowledging the extremely challenging environment Safer London now finds itself in, the Board of Trustees believes that a target reserves range of £360,000-£600,000 meets the charity's needs."

The actual level of reserves as at 31 March 2021, as reported in this annual report and financial statements, was £452,990 which is within the required range.

Safer London is taking the following steps to maintain the agreed level of reserves:

- continue to secure sufficient income to fund our activities, and only commit to new activities where we are confident sufficient funding can be secured, based on our full-cost-recovery methodology;
- explore diversification of funding via the income generation plan;
- pursue an income generation plan that will seek to both fund delivery aspirations and generate unrestricted surplus to increase our reserves;
- invest reserves as appropriate in line with our Investment Policy; and
- continue to assess whether any of our current fixed costs can be reduced to make Safer London more agile around the balance of reserves; this is supported by a register maintained by the Head of Corporate Services.

> "I learnt that it is ok to put myself first and do what is right for me.
>
> **Young Londoner**

SAFER LONDON'S ABILITY TO CONTINUE AS A GOING CONCERN

As for many organisations around the world, the COVID 19 pandemic has had a financial impact on Safer London. Safer London supported staff to access the flexi-furlough scheme and put measures in place to enable the business to continue to function as effectively and efficiently as possible.

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2021 to 31 March 2022 to enable the organisation to continue as a going concern. If unable to secure additional funding by the end of March 2022 the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

Whilst COVID 19 hugely impacted the way Safer London has had to operate during this period, at the time of writing this report Safer London has also benefitted from some additional in year funding for 2021-22 to the value of £750,000.

In addition some of our largest contracts were extended by commissioners who were unable to re-commission during 2020 as originally planned. Trusts and Foundation funders also recognised the need to support charities at this time and in particular with unrestricted and core funding.

This meant that Safer London has received some grants, including from some new funders, and additional grants from existing funders. Other existing funders were flexible and enabled us to move funding to cover core-costs if required to support the ongoing statbility of the charity.

Shorter term funding from Government sources were also established in response to the COVID 19 pandemic enabling us to respond to specific needs via shorter term projects.

INVESTMENT AND TREASURY MANAGEMENT POLICY

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the charity on a day-to-day basis, will keep the available funds in low-risk bank deposits despite the poor interest returns on such deposits.

This policy will remain in place until such time as unrestricted reserves, after appropriate internal investment in the charity's future development, reach a level where options offering higher returns – although with associated increase in risk that comes with a broader spread of investment options - can be considered.

> "My Support Worker's calm, understanding, sympathetic voice stopped me feeling traumatised.
>
> She took the drama out of situations, reminded me to focus on steadying myself, looking after myself first so I could then respond in the best way to whatever happened next.
>
> **Parent**

FUNDRAISING STATEMENT

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that run contrary to our overall aims. These include companies, organisations or individuals who directly block or actively work against young people both in the UK andoverseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

We fund our work through services delivered on behalf of statutory agencies and we seek funding for our work from institutional donors and grant-giving trusts. We also advertise opportunities to fundraise in aid of Safer London on our website and social media. Where we receive donations from the public, they are usually processed through accounts with reputable online platforms such as Just Giving and Virgin Money Giving. Safer London makes it clear on our website how complaints can be made about any aspect of our activity. We received no complaints in relation to our fundraising activity this year.

All fundraising is carried out by employees of Safer London. This year we did not employ professional fundraising agencies or any other third parties to fundraise on our behalf.

The charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we did not buy any data lists, and we never sell our supporters data.

We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

The charity adheres to the standards in compliance with the Code of Fundraising Practice. Fundraising activities are led by the Head of Business Development and are monitored by the wider Senior Leadership Team.

The Trustees are involved in setting the charity's approach to raising funds, and regular reporting to the Trustees provides assurance that our activities follow this approach in practice and reflect the charity's values.

PAY POLICY FOR KEY MANAGEMENT PERSONNEL AND SENIOR STAFF

The Key Management Personnel are defined as the:

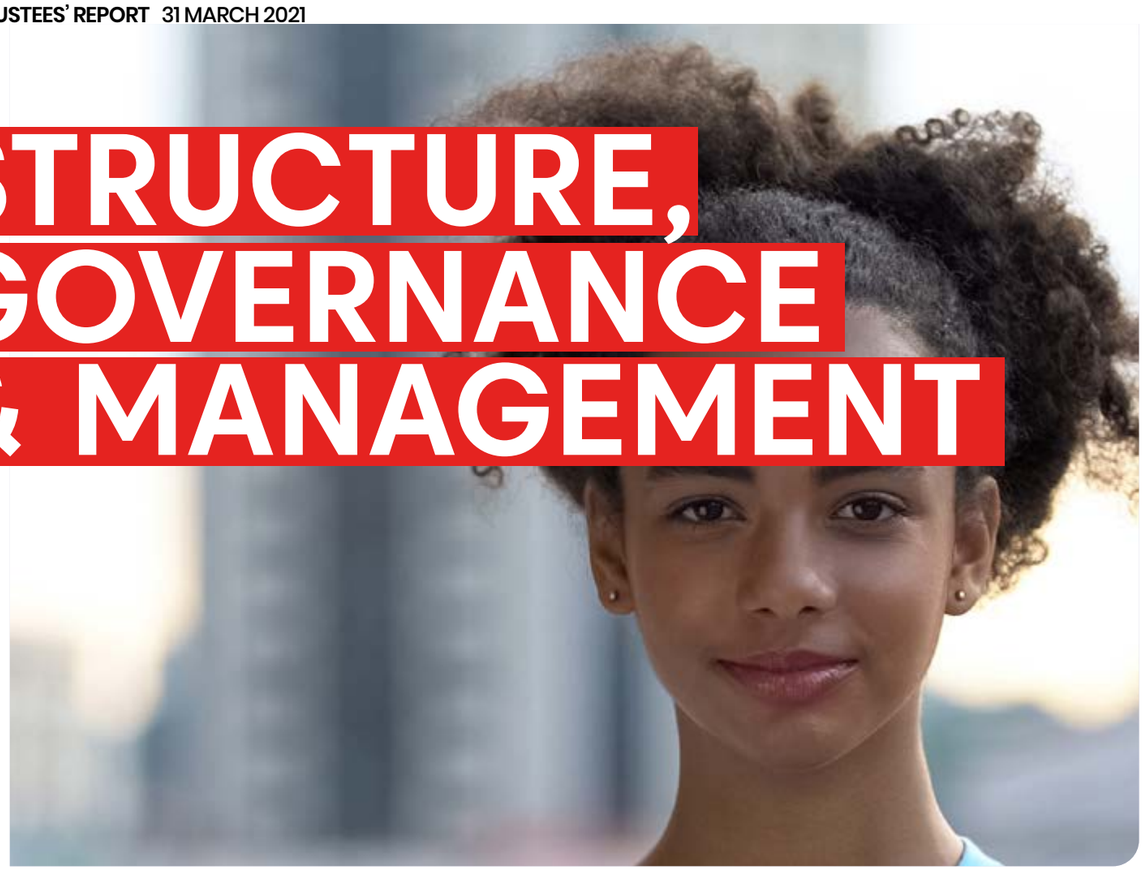
CEO
Director of Internal Resources and Quality Practice
Director of Safeguarding
Financial, Contracts and Commercial Manager
Head of People
Organisational Leads (4)

The total reward package including pay for the CEO is set and agreed by the Board.

The package is reviewed on an annual basis and recommendations made to the Board on any proposed changes that reflect performance, market conditions and the financial health of the charity.

Regular, independent benchmarking of pay bands for charities of similar size will be undertaken to inform the review. Roles are evaluated in line with our Job Evaluation scheme. Job Evaluations are carried out by a panel of senior staff trained as job analysts.

STRUCTURE, GOVERNANCE & MANAGEMENT



OUR GOVERNING DOCUMENT

Safer London is a company limited by guarantee governed by its Articles of Association, which were last reviewed and updated in 2016. It is registered as a charity with the Charity Commission for England and Wales. The members of the company are the Trustees and each Trustee guarantees to contribute £1 in the event of a winding up. No Trustee has any beneficial interest in the company.

The Board of Trustees meets formally on a quarterly basis.

The day-today management of the charity is delegated to the CEO who reports directly to the Board. The CEO is supported in this by the Senior Leadership Team which comprises the senior managers for both practice and infrastructure.

PUBLIC BENEFIT

The Trustees have taken the Charity Commission's public benefit guidance into account when reviewing the charity's aims and objectives and in planning future activities.

> "My support was excellent it helped in many ways.
>
> Just having someone to listen was just one of the ways it became very important to me
>
> **Young Londoner**

RECRUITING AND APPOINTING NEW CHARITY TRUSTEES

Our Trustees are responsible for setting the strategy and delivery objectives of Safer London. In accordance with the Articles of Association the minimum number of Trustees at any one time is three. There is no maximum number. Trustees are appointed by resolution of current Trustees and, at each Annual General Meeting, one third of the Trustees must retire from office. If the number of Trustees retiring for their own reasons does not come to a third of their number then the appropriate number of those who have served the longest will be asked to retire. They may be re-appointed by ordinary resolution of the Board if they indicate that they wish to re-stand for the Board.

Candidates for Trustee roles go through a robust application, recruitment and selction process. They are also vetted through DBS.

Once appointed new Trustees are given a formal programme of induction which includes safeguarding training aligned with the charity's core activities. Further opportunities for training, both internal and external, are provided to each trustee during their term of office as appropriate.

The Trustees consider that the Board of Trustees, who are the charitable company's Directors, and the Senior Leadership Team comprise the key management personnel of the charity in charge of directing, controlling, running and operating the charity on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year.

RISK MANAGEMENT

Safer London issued a Risk Management Policy in 2018 and was last updated in January 2021, which requires that major risks (those with a score of 15+) arereviewed by the SLT at its monthly meetings and shared with the board at each quarterly Board meeting. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Examples of key non-financial risks on the register include:

- Safer London is impacted by the major harm, radicalisation or death of a service user, which may result in reputational damage. [Operational risk]
- Inadequate safety measures for lone workers and volunteers lead to staff being placed at unacceptable levels of risk. [Operational risk]
- Failure to comply with legislation/ guidance e.g. charities act, GDPR/ Data Protection Act, Health and Safety, employment legislation. Which could lead to fines, tribunals, loss of contract, reputational risk. [Compliance risk]

The risk register is additionally reviewed in its entirety by the SLT every quarter.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise.

Additionally, the organisation has a separate Information Risk Management policy which specifically deals with the risks associated with the information that Safer London holds and processes and how to ensure that these are mitigated.

As a result of the COVID 19 pandemic Safer London has a risk assessment in place for dealing with the current COVID-19 situation in the workplace. It works alongside relevant existing risk registers and assessments

INSURANCE COVER

The charity purchases insurance to cover its Trustees against their costs in defending themselves in civil legal proceedings taken against them in that capacity and in respect of damages resulting from the unsuccessful defence of any proceedings.

During the period under review Safer London held a comprehensive Social Welfare Combined Insurance policy covering all aspects of its operations. The insurance policy was provided by Hiscox.

> My support worker was very helpful easy to talk to I learned alot about myself from her.
>
> **Young Londoner**

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Safer London for the purposes of company law) are responsible for preparing the Trustees' 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 year which give a true and fair view of the state of affairs of the charitable company and of the incoming income and expenditure, of the charitable company for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to 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 charity and to 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.

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.

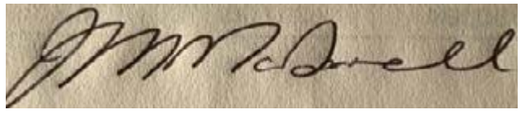
None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or key staff member of the charity with an external funder or provider of goods or services must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. This is done via an annual declaration of any such transactions as well as in-year disclosures as appropriate.

Statement as to disclosure to our auditors

Insofar as the Trustees are aware at the time of approving our Trustees' annual report

- there is no relevant information of which the charitable company's auditor is unaware, and
- 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 auditor is aware of that information.

This report was approved by the Trustees on 30 November 2021 and signed on their behalf by:



Janine McDowell, Chair

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SAFER LONDON

Independent auditor's report to the Trustees of Safer London

Opinion

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 the charitable company's 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 annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. 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' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report, which is also the directors' report for the purposes of company law, 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' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

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

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

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 is detailed below:

- the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation); and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of key management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested and reviewed journal entries to identify unusual transactions;
- tested the authorisation of expenditure, ensuring expenditure was approved in line with the charitable company's financial procedures;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reviewing the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.

Katharine Patel (Senior Statutory Auditor) 16 December 2021
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

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

	Notes	Unrestricted funds £	Restricted funds £	**Total funds 2021 £**	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Income from:							
Donations		108,834	75,000	**183,834**	54,436	64,240	118,676
1 Charitable activities		102,644	2,661,692	**2,746,336**	393,791	2,346,774	2,740,565
2 **Total income**		211,478	2,736,692	**2,948,170**	448,227	2,411,014	2,859,241
Expenditure on:							
Charitable activities	3, 4	138,868	2,664,748	**2,803,616**	523,196	2,460,627	2,983,823
Total expenditure		138,868	2,664,748	**2,803,616**	523,196	2,460,627	2,983,823
Net income (expenditure) and net movement in funds		147,610	(3,056)	**144,554**	(74,969)	(49,613)	(124,582)
Transfer between funds		24,196	(24,196)	**—**	—	—	—
Net movement in funds		171,806	(27,252)	**144,554**	—	—	—
Reconciliation of funds:							
Funds brought forward at 1 April 2020	10	322,932	27,252	**350,184**	397,901	76,865	474,766
Funds carried forward at 31 March 2021	10	494,738	—	**494,738**	322,932	27,252	350,184

All income and expenditure derives from continuing operations.

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

The notes on pages 72 to 82 form part of these financial statements

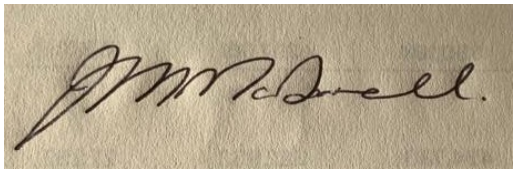
	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible fixed assets	7		**14,752**		18,772
			14,752		18,772
Current assets					
Debtors	8	**306,648**		412,913	
Cash at bank and in hand		**440,750**		198,710	
		747,398		611,623	
Liabilities					
Creditors: amounts falling due within one year	9	**(267,412)**		(280,211)	
Net current assets			**479,986**		331,412
Total net assets			**494,738**		350,184
The funds of the charity					
Restricted funds	10		**—**		27,252
Unrestricted funds			**494,738**		322,932
			494,738		350,184

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

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

The financial statements were approved by the Trustees of Safer London, Company Registration Number 05190766 (England and Wales), and signed on their behalf by:

Chair



Approved on: 30th November 2021

	Notes	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	A	**243,832**	(247,314)
Cash flows from investing activities			
Purchase of tangible fixed assets		**(1,792)**	—
Net cash (used in) investing activities		**(1,792)**	—
Net increase/(decrease) in cash and cash equivalents		**242,040**	(247,314)
Cash and cash equivalents at 1 April 2020	B	**198,710**	446,024
Cash and cash equivalents at 31 March 2021	B	**440,750**	198,710

Notes to the statement of cash flows for the year to 31 March 2021.

A Reconciliation of net movements in funds to net cash flow from operating activities

	2021 £	2020 £
Net income/expenditure for the period (as per Statement of Financial Activities)	**141,754**	(124,582)
Adjustments for:		
Depreciation charges	**5,812**	19,082
Decrease (increase) in debtors	**107,665**	(38,871)
(Decrease) in creditors	**(11,399)**	(102,943)
Net cash provided by (used in) operating activities	**243,832**	(247,314)

B Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	**440,750**	198,710
Total cash and cash equivalents	**440,750**	198,710

C Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	**At 31 March 2021 £**
Cash at bank and in hand	198,710	242,040	**440,750**
Total	198,710	242,040	**440,750**

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation

These financial statements have been prepared for the year to 31 March 2021 with comparative information provided in respect to the year to 31 March 2020.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements.

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

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgment

Preparation of the financial statements requires the Trustees and management to make significant judgements and estimates. The key items in the financial statements where these judgements and estimates have been made comprise:

- estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation charge;
- determining the basis for allocating support costs;
- assessing the charity's ability to continue as a going concern (see below).

Going concern

The Trustees have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements.

The Trustees acknowledge and recognise the potential impact of the Covid-19 pandemic on the charity, its beneficiaries and on wider society. As for many organisations around the world, the COVID 19 pandemic has had a financial impact on Safer London. Safer London supported staff to access the flexi-furlough scheme and put measures in place to enable the business to continue to function as effectively an efficiently as possible. The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2021 to 31 March 2022 to enable the organisation to continue as a going concern. If unable to secure additional funding by the end of March 2022 the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

Whilst COVID 19 hugely impacted the way Safer London has had to operate during this period, at the time of writing this report Safer London also benefitted from some additional in year funding to the value of £750,000. In addition some of our largest contracts were etended by commissioners who were unable to re-commission during 2020 as originally planned. Trusts and Foundation funders also recognised the need to support charities at this time and in particular with unrestricted and core funding. This meant that Safer London has received some grants, including from some new funders, and additional grants from existing funders. Other existing funders were flexible and enabled us to move funding to cover core-costs if required to support the ongoing statbility of the charity.

Shorter term funding from Government sources were also established in response to the COVID 19 pandemic enabling us to respond to specific need via shorter term projects.

The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing these financial statements.

Income

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

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Income from grants and contracts are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include, HR support, IT infrastructure and support, governancy costs and administration.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

Termination benefits, included redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be measured reliably.

All expenditure is inclusive of irrecoverable VAT.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.
Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair

value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

- Leasehold improvements - Over the life of the lease
- Fixtures and fittings - 33%
- Computer equipment - 33%

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.
Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

Financial instruments

The charity holds only basic financial instruments. The financial assets and liabilities of the charity are as follows:

Financial assets - Trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 8. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value, as presented on the balance sheet.

Financial liabilities - Trade creditors, other creditors and accruals are basic financial instruments, and are measured at amortised cost as detailed in Note 9. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver charitable services rather than cash or another financial instrument.

Operating leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

Pensions

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for the service.

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

Fund accounting

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

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

1 Income from donations and grants

	Unrestricted funds £	Restricted funds £	**Total funds 2021 £**
Donations	106,034	—	**181,034**
Grants	2,800	75,000	**77,800**
	108,834	75,000	**183,834**

No grants are considered to be government grants (2020: £12,662). There are no unfulfilled conditions or other contingencies attached to these grants.

	Unrestricted funds £	Restricted funds £	Total funds 2020 £
Donations	54,237	—	54,237
Grants	199	64,240	64,439
	54,436	64,240	118,676

2 Income from charitable activities – by type

	Unrestricted Funds £	Restricted Funds £	**Total funds 2021 £**
People	102,644	1,891,238	**1,993,882**
Peers	—	449,234	**449,234**
Places	—	321,220	**321,220**
	102,644	2,661,692	**2,764,336**

	Unrestricted Funds £	Restricted Funds £	Total funds 2020 £
People	393,791	1,688,677	2,082,468
Peers	—	461,715	461,715
Places	—	196,383	196,383
	393,791	2,346,774	2,740,565

Income has been reclassified to new subheadings in the current year, to better reflect the activities of the charity. The 2020 comparatives have been reallocated to the new subheadings.

3 Analysis of expenditure on charitable activities – by fund

	Unrestricted Funds £	Restricted Funds £	Total funds 2021 £
Support and Out-reach	138,868	2,664,748	**2,803,616**

	Unrestricted Funds £	Restricted Funds £	Total funds 2020 £
Support and Out-reach	523,196	2,460,627	2,983,823

4 Analysis of expenditure on charitable activites – by type

	Activities undertaken directly 2021 £	Support Costs 2021 £	Total funds 2021 £
Support and Out-reach	2,151,842	652,174	**2,803,616**

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Support and Out-reach	2,055,465	928,358	2,983,823

Analysis of direct costs

	Total 2021 £	Total 2020 £
Direct staff costs	**1,907,024**	1,813,328
Direct costs of support and out-reach	**212,104**	185,053
Staff and volunteer travel and subsistence	**5,591**	32,099
Fundraising and publicity	**418**	10,774
Staff training	**26,305**	14,211
	2,151,842	2,055,465

Analysis of support costs

	Total 2021 £	Total 2020 £
Support staff costs	**278,096**	369,179
Depreciation	**5,812**	19,082
Rent, rates and service charges	**118,761**	82,903
Other building costs	**15,006**	26,306
Professional fees (including IT and accounting support)	**35,106**	200,382
Insurance	**7,800**	–
Finance & IT support	**74,014**	62,184
HR support, recruitment and training	**28,180**	4,385
Office, computer and website costs	**71,999**	131,828
Governance costs (see Note 5)	**17,400**	32,109
	652,174	928,358

5 Governance costs

	Total funds 2021 £	Total funds 2020 £
Auditors' remuneration – Audit of the financial statements	**16,800**	14,580
Auditors' remuneration – Other services	**–**	5,580
Auditors' remuneration – Under provision of prior year fee	**–**	3,000
Legal fees	**600**	8,949
	17,400	32,109

6 Staff costs

	Total funds 2021 £	Total funds 2020 £
Wages and salaries	**1,963,306**	1,960,920
Social security costs	**170,734**	173,821
Pension costs	**51,080**	47,766
	2,185,120	2,182,507

The charity paid out redundancy costs of £9,684 in the year (2020: £60,776). The cost has been included within direct costs. There were no amounts outstanding at the year end.

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

	Total 2021 No.	Total 2020 No.
Projects, fundraising and management	60	60

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Total 2021 No.	Total 2020 No.
£80,001 - £90,000	1	1

During the year, no Trustees received any remuneration or other benefits (2020 - £nil).

During the year, no Trustee expenses have been incurred (2020 - £nil).

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £626,582 (2020: £578,343).
The charity considers its Key Management Personnel during the year to have comprised all Trustees and the following staff:

- Chief Executive Officer - Sherrylyn Peck
- Director of Quality and Internal Resources
- Director of Safeguarding
- Finance, Commercial & Contracts Manager
- Head of Business Development
- People Manager
- Organisational Lead x4

7 Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment £	Computer equipment £	**Total £**
Cost				
At 1 April 2020	55,206	42,593	103,800	**201,599**
Additions	—	—	1,792	**1,792**
At 31 March 2021	55,206	42,593	105,592	**203,391**
Depreciation				
At 1 April 2020	38,374	42,593	101,860	**182,827**
Charge for the year	4,748	—	1,064	**5,812**
At 31 March 2021	43,122	42,593	102,924	**188,639**
Net book values				
At 31 March 2021	12,084	—	2,668	**14,752**
At 31 March 2020	16,832	—	1,940	**18,772**

8 Debtors

	Total 2021 £	Total 2020 £
Due within one year		
Trade debtors	**15,567**	206,695
Prepayments and accrued income	**291,081**	206,218
	306,648	412,913

9 Creditors: Amounts falling due within one year

	Total 2021 £	Total 2020 £
Trade creditors	**72,841**	65,731
Other taxation and social security	**43,924**	48,188
Accruals and deferred income	**150,647**	166,292
	267,412	280,211

Deferred income (included above)

	Total 2021 £	Total 2020 £
Deferred income at 1 April	**80,765**	74,160
Resources deferred during the year	**118,859**	80,765
Amounts released from previous periods	**(80,765)**	(74,160)
Deferred income at 31 March	**118,859**	80,765

Income has been deferred in respect of grants and contracts relating to the 2021/22 financial year.

10 Statement of funds – current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers In/Out £	**Balance at 31 March 2021 £**
Unrestricted funds					
General funds	322,932	211,478	(63,868)	24,196	**494,738**
Restricted funds					
London Borough of Hackney	—	76,000	(76,000)	—	—
London Borough of Croydon (violence & exploitation service for young people with additional needs)	—	58,000	(58,000)	—	—
Home Office (Exploitation)	—	118,000	(118,000)	—	—
MOPAC (Victim's Fund)	—	552,000	(552,000)	—	—
Paul Hamlyn Foundation	—	22,500	(22,500)	—	—
City Bridge Trust	—	58,100	(58,100)	—	—
Youth Endowment Fund	—	17,971	(17,971)	—	—
Help For Children UK (CSE)	—	23,125	(23,125)	—	—
John Laing Charitable Trust	—	25,000	(25,000)	—	—
Rayne Foundation	—	20,000	(20,000)	—	—
The Leathersellers' Company Charitable Fund	—	15,000	(15,000)	—	—
London Community Response Fund	—	15,000	(15,000)	—	—
The London Community Foundation	—	32,038	(32,038)	—	—
Home Office (Child Sexual Abuse)	—	34,202	(34,202)	—	—
Esmée Fairbairn Foundation	—	23,034	(23,034)	—	—
BBC Children in Need (boys & young men)	—	2,500	(2,500)	—	—
London Borough of Enfield	—	31,756	(31,756)	—	—
MOPAC (LGE)	—	1,162,416	(1,165,472)	3,056	—
MOPAC (Rescue & Response)	—	174,967	(174,967)	—	—
Help for Children UK (Winter Engagement)	—	6,365	(6,365)	—	—
MOPAC (PLHR)	—	194,012	(194,012)	—	—
The Pilgrim Trust	—	10,000	(10,000)	—	—
The Goldsmiths' Company Charity	—	20,000	(20,000)	—	—
MHCLG	—	16,000	(16,000)	—	—
Central Services – University of Bedfordshire	—	28,706	(28,706)	—	—
Other funds	27,252	—	—	(27,252)	—
Total restricted funds	27,252	2,736,692	(2,739,748)	(24,196)	—
Total Funds	**350,184**	**2,948,170**	**(2,803,616)**	**—**	**494,738**

The transfer from restricted funds to unrestricted funds are reimbursements for previous spends temporarily covered by unrestricted funds.

11 Statement of funds – prior year

	Balance at 1 April 2019 £	Income £	Expenditure £	Transfers In/Out £	Balance at 31 March 2020 £
Unrestricted funds					
General funds	397,901	448,227	(523,196)	—	322,932
Restricted funds					
Garfield Weston Foundation	—	25,000	(25,000)	—	—
Paul Hamlyn Foundation	—	12,500	(12,500)	—	—
The Rayne Foundation	—	20,000	(20,000)	—	—
Youth Endowment Fund	—	31,739	(31,739)	—	—
MOPAC (LGE)	—	1,009,914	(1,009,914)	—	—
MOPAC (Rescue & Response)	—	58,000	(58,000)	—	—
Esmée Fairbairn Foundation	—	45,800	(45,800)	—	—
City Bridge Trust	—	56,900	(56,900)	—	—
MOPAC (PLHR)	—	139,998	(159,980)	19,982	—
The Pilgrim Trust	—	20,000	(20,000)	—	—
The Goldsmiths' Company Charity	—	20,000	(20,000)	—	—
MHCLG	—	50,000	(50,000)	—	—
London Borough of Hackney	—	19,000	(19,000)	—	—
London Borough of Redbridge	—	16,344	(16,344)	—	—
London Borough of Haringey	—	48,000	(48,000)	—	—
London Borough of Croydon (CSE & Missing)	—	41,667	(41,667)	—	—
London Borough of Waltham Forest	—	51,000	(51,000)	—	—
BBC Children in Need (boys & young men)	—	10,000	(10,000)	—	—
Home Office	—	118,000	(118,000)	—	—
MOPAC (Victim's Fund)	—	552,000	(552,000)	—	—
BBC Children in Need (girls & young women)	—	10,162	(10,162)	—	—
Help for Children	—	40,000	(40,000)	—	—
The Leathersellers' Company Charitable Fund	—	15,000	(15,000)	—	—
John Laing	—	—	(25,000)	25,000	—
London Housing association	—	—	(4,631)	4,631	—
Other	76,865	—	—	(49,613)	27,252
	76,865	2,411,014	(2,460,627)	—	27,252
	474,766	2,859,241	(2,983,823)	—	350,184

11 Statement of funds – prior year (cont.)

a) Restricted funds

Restricted funds enable us to deliver charitable activities that contribute to achieving the aims of our 5 year strategy. As part of the first year of this strategy, our delivery teams have been restructured to make the most of our pan-London reach and to reflect our 3 key strategic themes. We have adopted a cohesive 'one front door' approach where all referrals are screened and allocated to the most appropriate service area. This move away from the prior categories of violence, exploitation, and prevention has come from a recognition that young people's experiences are complex, and that effective support needs to recognise how all those categories overlap.

We provide trusted, individual, relational support to ensure more young Londoners will feel safer, be safer, and have positive futures. Our team of skilled and experienced support workers deliver one on one support to young Londoners and their families, who are impacted by violence and exploitation in the community. Our support is centred around trusted relationships. our staff are relatable and credible. They work with young Londoners and the people important in their lives to deliver high quality, innovative and evidence-based support.

Through peer-group programmes in education settings and communities we support and empower young Londoners to speak up, recognise, acknowledge, and call-out unacceptable behaviours. These programmes aim to change norms and accepted behaviours within a group context. This work is informed by bystander theory to build young Londoners' confidence and skills to challenge their peers, professionals, communities and decision makers.

To make sure that the places and spaces where young Londoners spend their time are safe and positive we are developing our work directly in and with communities. This includes our housing advocacy and support provided via the Pan-London Housing Reciprocal as well as place-based interventions that draw on our knowledge of contextual safeguarding to improve the safety of young Londoners in their own home and neighbourhood.

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers. These include, for example, projects to analyse and better understand our data, to research and evaluate the impact of our programmes, and to enhance the way that we communicate about our work with the public. Other key enablers ensure that young Londoners have a strong and prominent voice in influencing and shaping how we deliver our services; and developing an equity, diversity, and inclusion plan that will ensure that all our services are accessible to any young Londoners that need them.

b) Unrestricted funds

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

12 Analysis of net assets between funds

Analysis of net assets between funds – current period

	Unrestricted funds 2021 £	Restricted funds 2021 £	**Total funds 2021 £**
Tangible fixed assets	14,752	—	**14,752**
Current assets	747,938	—	**747,938**
Creditors due within one year	(267,412)	—	**(267,412)**
Total	494,738	—	**494,738**

Analysis of net assets between funds – prior period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	18,772	—	18,772
Current assets	584,371	27,252	611,623
Creditors due within one year	(280,211)	—	(280,211)
Total	322,932	27,252	350,184

13 Pension commitments

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £51,080 (2020: £47,766).

The defined contribution liability is allocated to unrestricted funds and is split between direct and support costs.

14 Operating lease commitments

At 31 March 2021 the charity had commitments to make future minimum lease payments under non- cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	**96,848**	92,323
Later than 1 year and not later than 5 years	**229,339**	273,354
	326,187	365,677

The following lease payments have been recognised as an expense in the statement of financial activities:

	2021	2020
	£	£
Operating lease rentals	**96,848**	86,138

15 Related party transactions

During the year ended 31 March 2020 the charity reimbursed travel and subsistence expenses to the Chief Executive Officer's son of £461 incurred in setting up new services. There was a balance of £nil outstanding at 31 March 2020 in respect of these transactions. No such transaction occurred during the year ended 31 March 2021.

During the year ended 31 March 2021 the charity made payments of £1,200 (2020 - £3,300) to the husband of the Finance Contracts and Commercial Manager for the disposal of office equipment and rubbish. There was a balance of £nil (2020 - £nil) outstanding at 31 March 2021 in respect of these transactions.

saferlondon

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Safer London is a registered charity in England and Wales No. 1109444;
and a company limited by guarantee No. 5190766.