

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

REGISTERED OFFICE

Skyline House
200 Union Street
London
SE1 0LX

BANKERS

National Westminster Bank
10 Southwark Street
London
SE1 1TJ

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

COMPANY REGISTRATION NUMBER

05190766 (England and Wales)

CHARITY REGISTRATION NUMBER

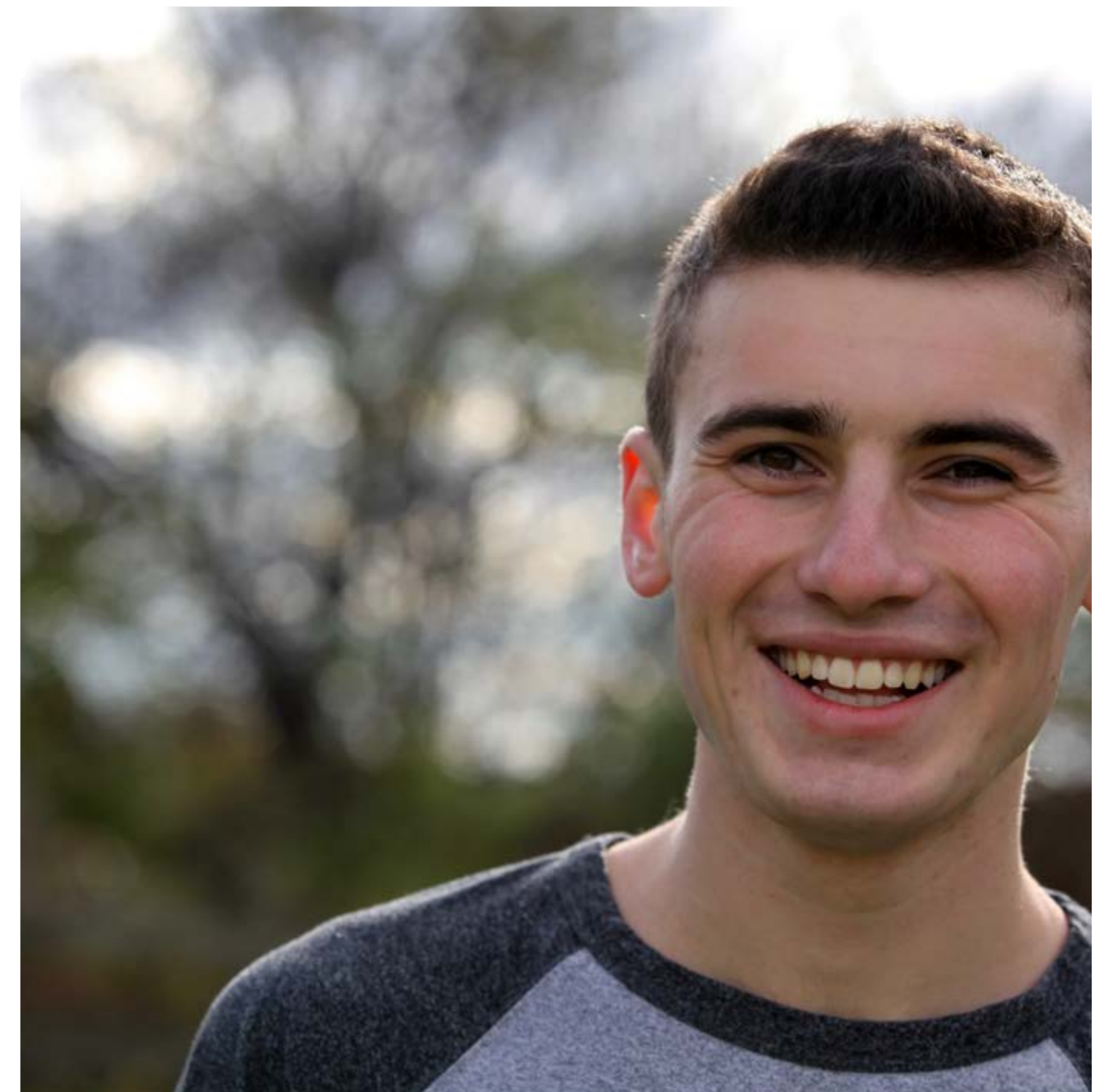
1109444

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



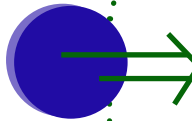
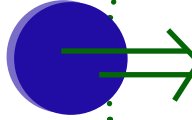
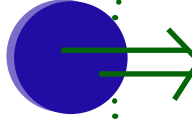
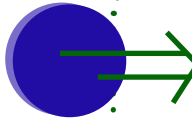
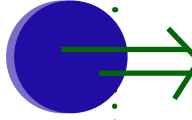
A SAFER LONDON FOR EVERYONE: OUR FIVE YEAR STRATEGY

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.

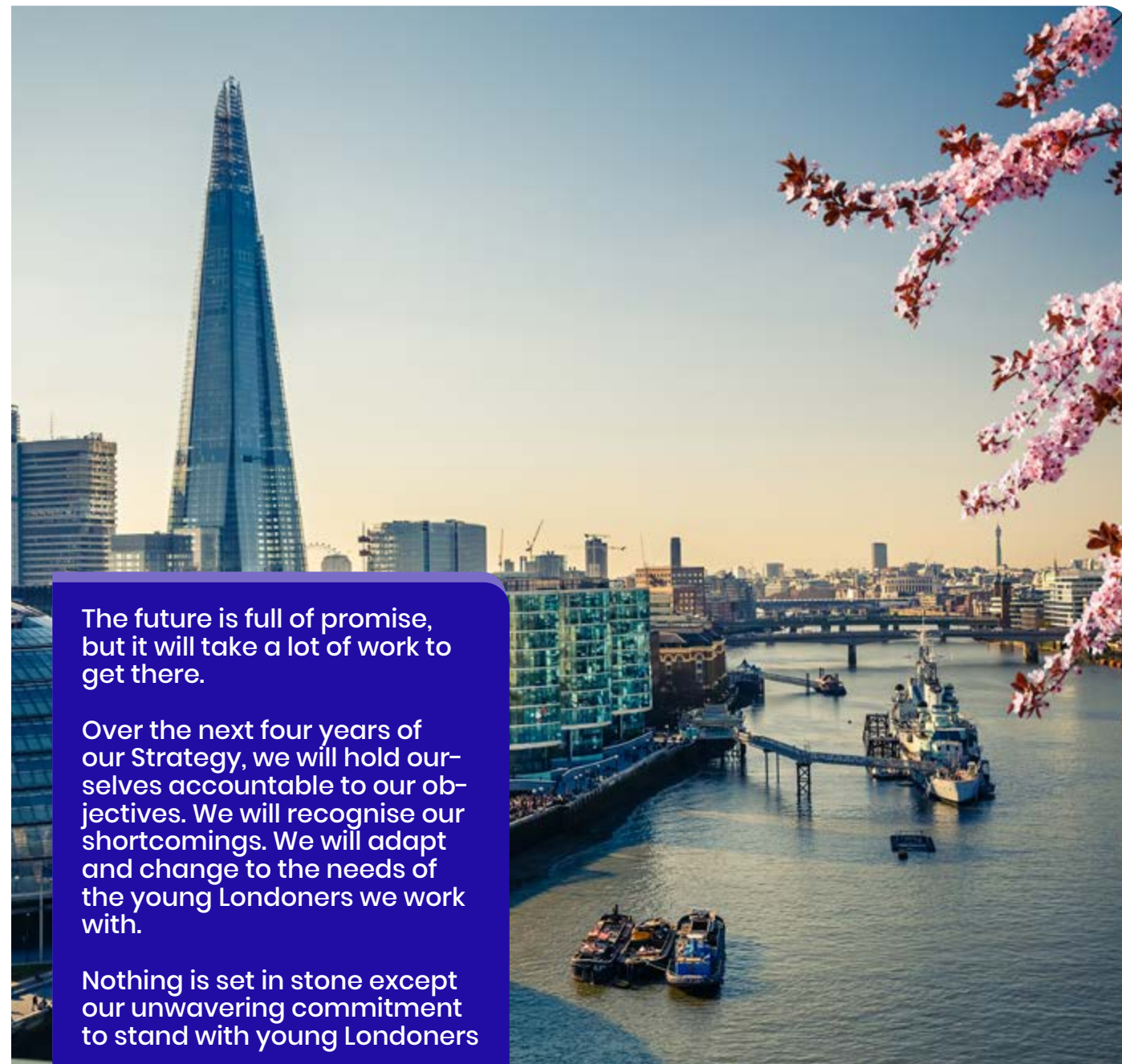
When we launched our Strategy in April 2020, it was supported by....

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!

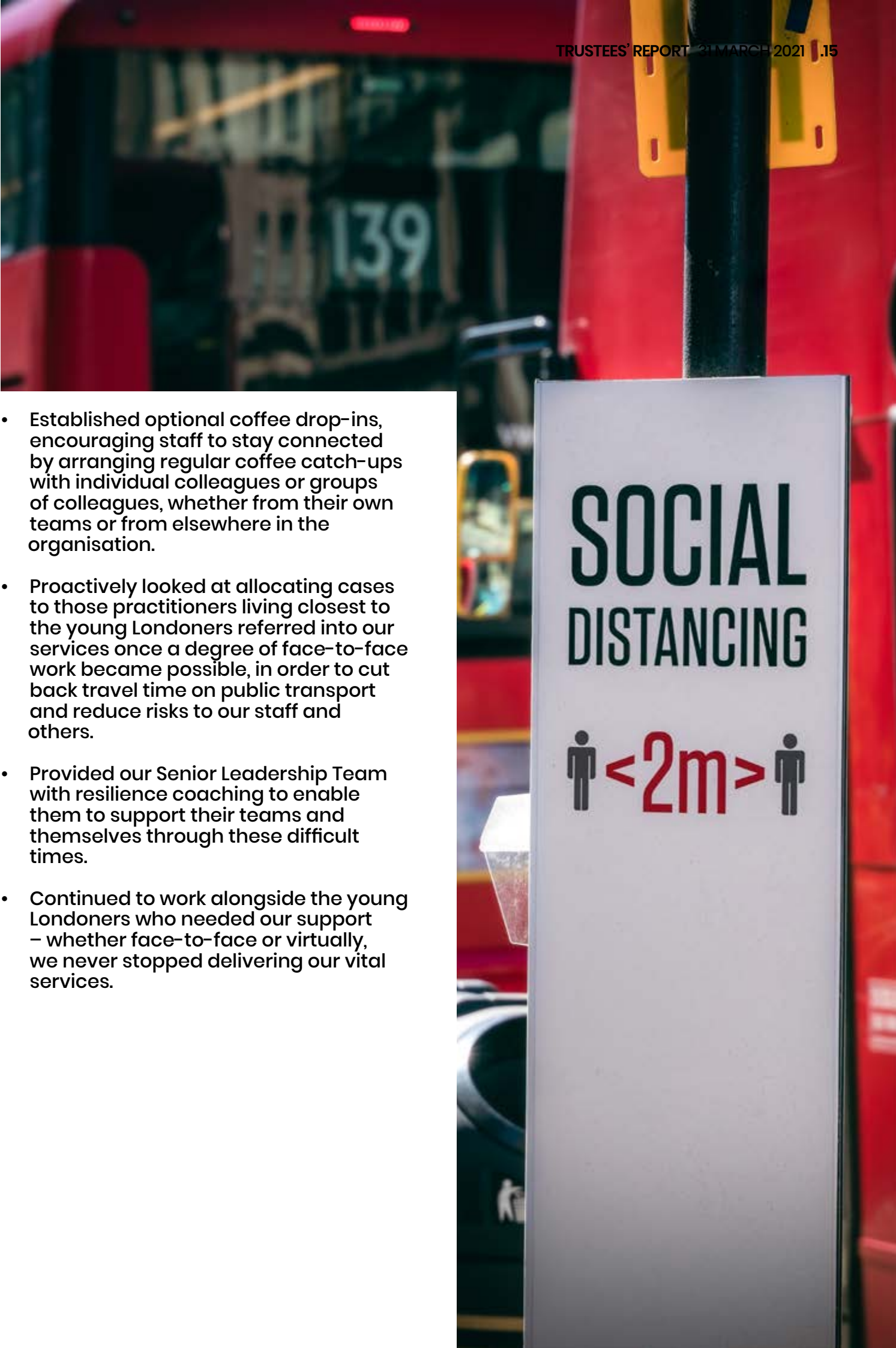
Young Londoner

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.
- 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

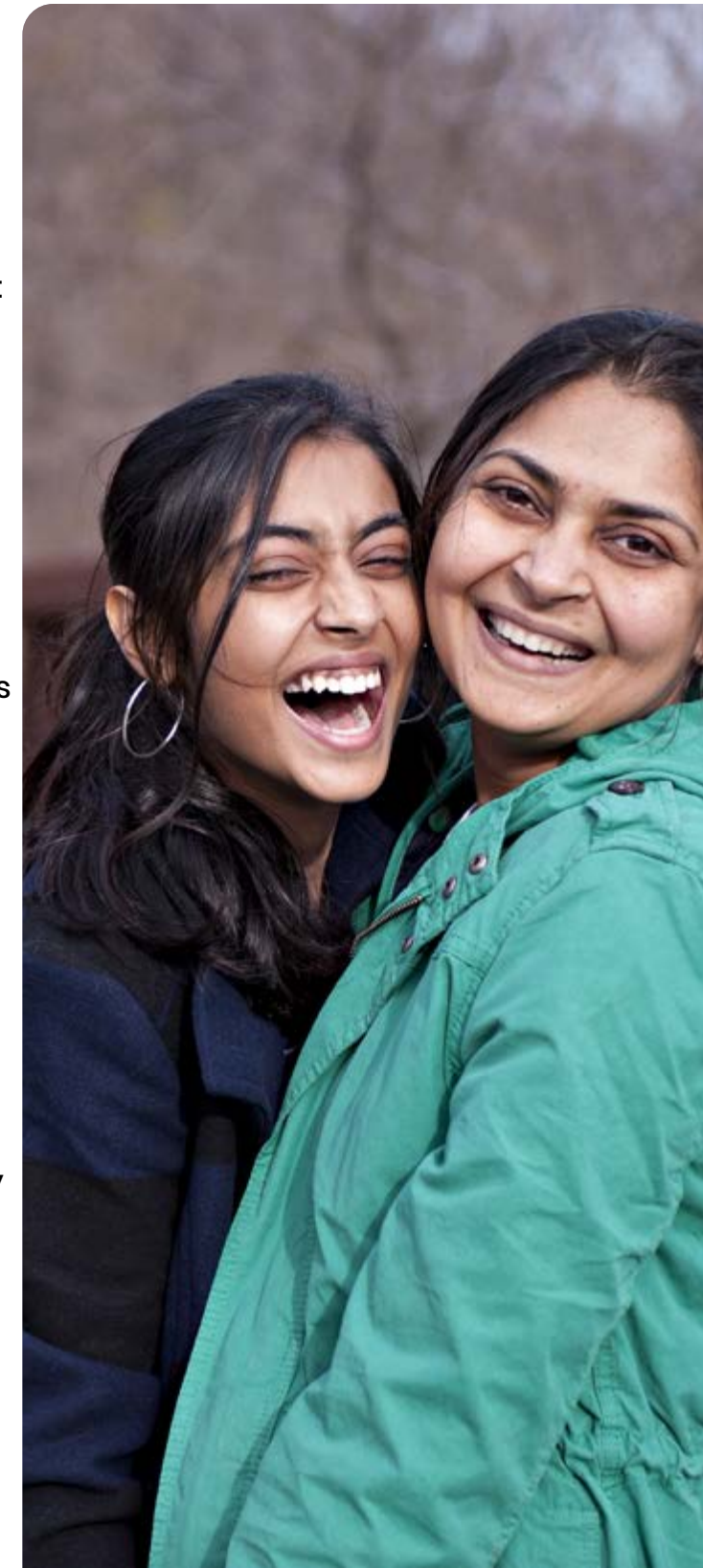
We continued our work remotely with families, primarily over the phone and WhatsApp. The support was greatly appreciated. Some parents expressed relief, as they thought that the support would stop entirely when the country went into lockdown.

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

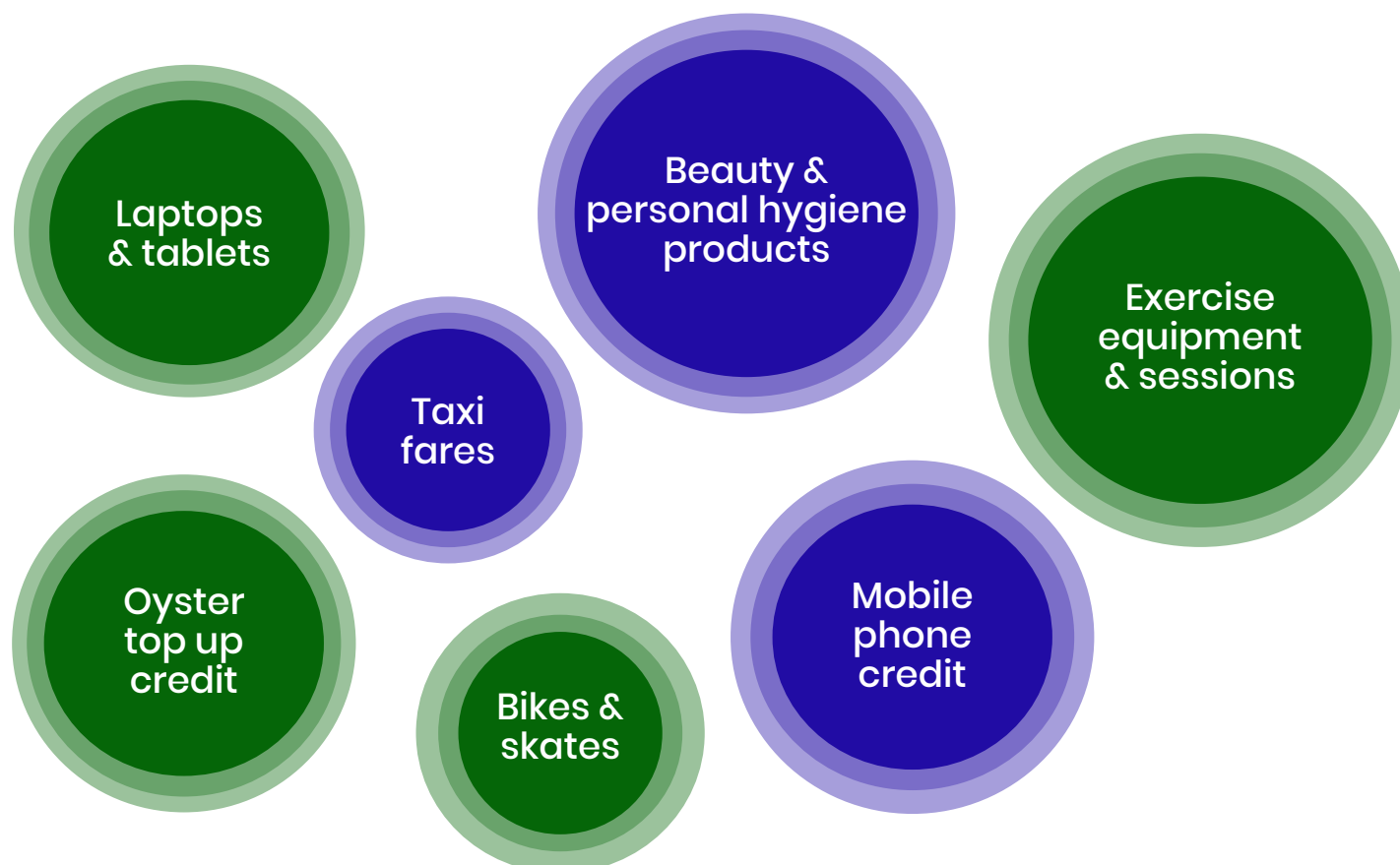
Coming into 2021 we asked ourselves as an organisation how we could continue to support young Londoners and their families over the winter following the impact caused by the pandemic and subsequent lockdowns.

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.

CELEBRATE

506
YOUNG
LONDONERS &
FAMILIES

WORKED ALONGSIDE OUR
TEAM ON A ONE TO ONE
BASIS

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.

“

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.

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

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.



“

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

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.

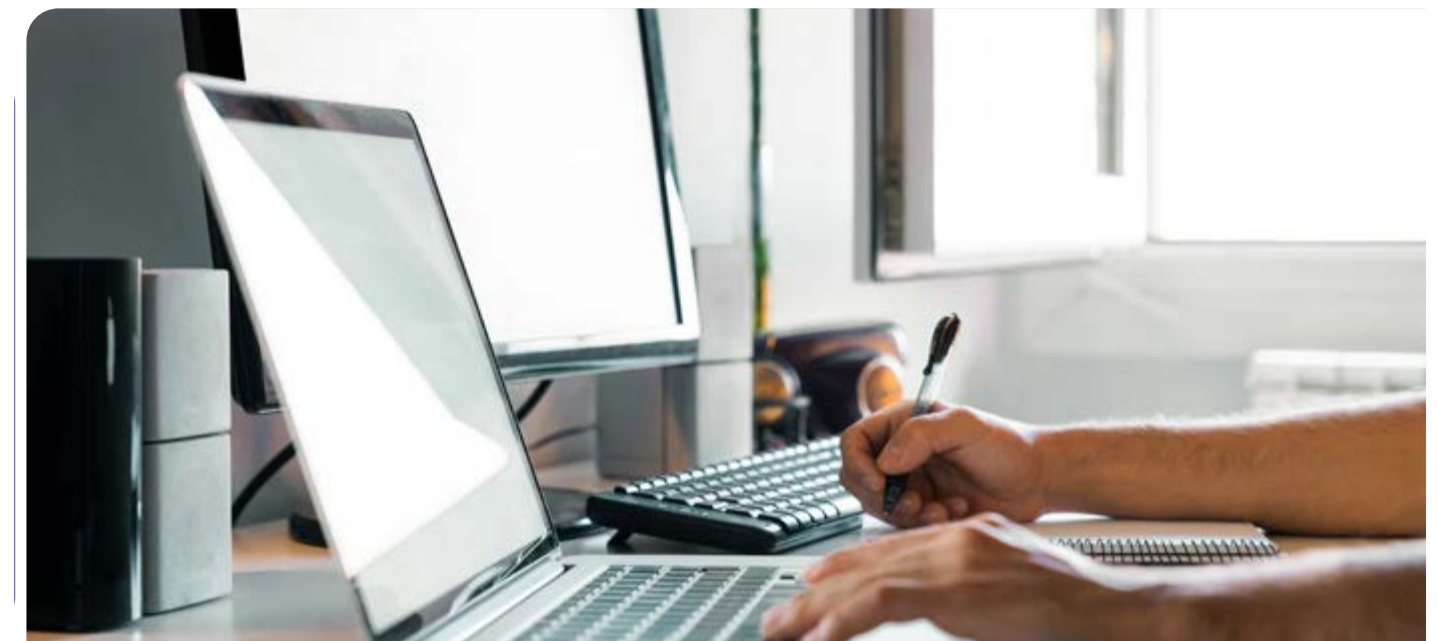
This outreach will encourage referrals meaning more young Londoners and families will benefit from Safer London's support in the future.

“

It was good having someone to talk to.

Someone who understands, someone who doesn't judge.

Young Londoner



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.

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.

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.

**49
YOUNG
LONDONERS**

**WERE SUPPORTED BY
OUR SPECIALIST HOUSING
ADVOCACY WORKER**



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

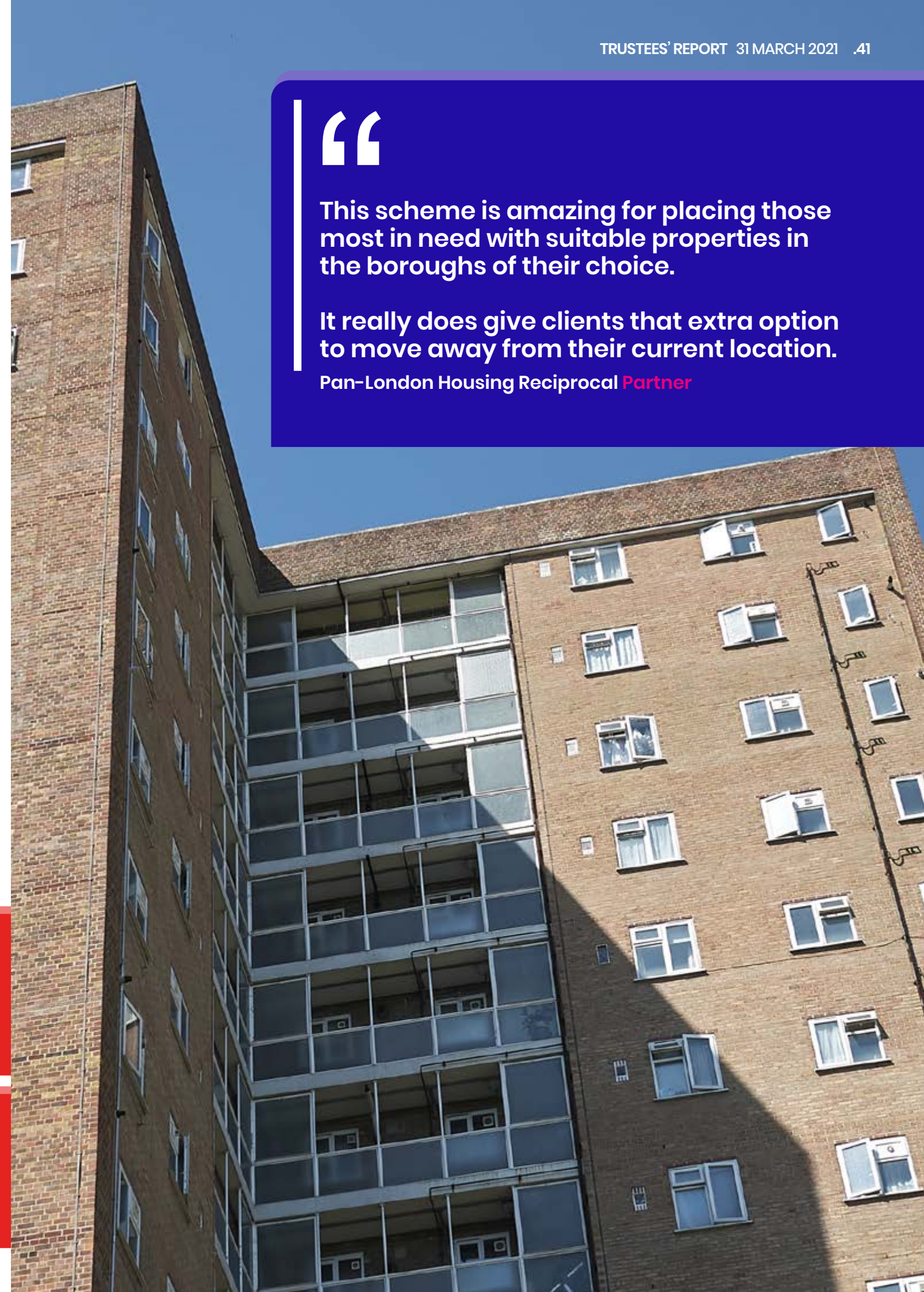
REACHED THROUGH TRAINING AND
WORKSHOPS

“

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**



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

“

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



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 want 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.

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.

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 stability 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.



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 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 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.

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 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.

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-to-day 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 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 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+) are reviewed 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 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.

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)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

16 December 2021

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 2021
(incorporating the income and expenditure account) .63

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

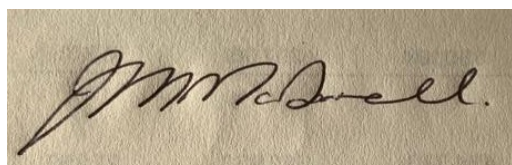
	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible fixed assets	7		<u>14,752</u>		<u>18,772</u>
			14,752		18,772
Current assets					
Debtors	8	306,648		412,913	
Cash at bank and in hand		<u>440,750</u>		<u>198,710</u>	
		747,398		611,623	
Liabilities					
Creditors: amounts falling due within one year	9	<u>(267,412)</u>		<u>(280,211)</u>	
Net current assets			<u>479,986</u>		<u>331,412</u>
Total net assets			<u>494,738</u>		<u>350,184</u>
The funds of the charity					
Restricted funds	10		—		27,252
Unrestricted funds			<u>494,738</u>		<u>322,932</u>
			<u>494,738</u>		<u>350,184</u>

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 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 also benefitted from some additional in year funding 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 stability 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, 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.

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 activities – 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
	<u>76,865</u>	<u>2,411,014</u>	<u>(2,460,627)</u>	<u>—</u>	<u>27,252</u>
	<u>474,766</u>	<u>2,859,241</u>	<u>(2,983,823)</u>	<u>—</u>	<u>350,184</u>

II 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.



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