



TRUSTEES' ANNUAL REPORT

ACCOUNTS AND FINANCIAL REVIEW
2021 | 2022

saferlondon



Contents

Introduction

A reminder of who we are and what we do	5
Our purpose and values	6

Trustees' Report

The 'new normal'	8
Adapting and evolving	9
Our year at a glance	10
One to one work with young Londoners	11
One to one work with families and communities	15
Special projects	18

Reflections and learnings

Measuring impact	20
Looking back	21
Looking ahead	22

Financial Review

Safer London's financial position at the end of the reporting period	24
Reserves Policy	25
Safer London's ability to continue as a going concern	26
Investment and treasury management policy	26
Fundraising statement	27
Pay policy for key management personnel and senior staff	28

Structure, governance and management

Recruiting and appointing new charity trustees	30
Risk Management	31
Insurance cover	31
Trustees' responsibilities statement	32

Independent auditor's report.....	33
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Reference and administrative information

Trustees

- Janine McDowell, Chair
- Fiona Hazell, Vice Chair
- Gemma Bailey (from 30th November 2021)
- Vaneesha Bailey (from 30th November 2021)
- André Campbell, EDI Trustee
- Valerie Floy, Hon. Treasurer
- Anthony Gunter
- Baroness Sally Hamwee, Safeguarding Trustee
- Tim Jones

Key management personnel

Senior Leadership Team:

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

Other key personnel:

- Executive Assistant to the CEO
- Information Governance & IT Manager

Registered office: Skyline House, 200 Union Street, London, SE1 0LX

Bankers: National Westminster Bank, 10 Southwark Street, London, SE1 1TJ

Auditors: Buzzacott LLP, 130 Wood St, London EC2V 6DL

Company registration number: 05190766 (England and Wales)

Charity registration number: 1109444



The Trustees present their report together with the financial statements of Safer London for the year to 2021/2022.

The financial statements have been prepared in accordance with the accounting policies set out on pages [43 to 46](#) of the attached financial statements and comply with the charitable company's Articles of Association, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).



INTRODUCTION

A reminder of who we are and what we do

It's been ten years since we first began delivering direct one to one support to young Londoners.

A lot has changed in this time.

In the beginning we were a charity whose delivery centered on gender based services. Over time we recognised the complexity of the lives of the young Londoners we work with. We also learnt through our work, that the victim perpetrator divide isn't helpful, and it simply doesn't play out in reality – all of this is what changed our focus. Many young Londoners can't be put into a single 'box'.

Now, we work cohesively as one team. Working with young Londoners across the capital, regardless of gender and identity, we work with young women affected by violence, and we work with young boys who have been abused. We moved away from gender-based services and focused on bringing in specialist workers in areas such as emotional wellbeing and housing advocacy.

Although we do still recognise that boys and girls sometimes do require specialised support related to their gender identity and their experiences attached to it. We have specific caseworkers who work with young Londoners based on how they identify, such as specialist workers for boys affected by sexual violence.

Our one 'front door' entry into our services and support ensures each young Londoner referred to us is assessed based on their unique circumstances. Meaning they get access to the right Safer London support, at the right time.

Looking to the present and the future, our focus is on safeguarding young Londoners, rather than criminalising them – which is sadly too often seen. We firmly believe this approach is the only way we can support children and young people, who are trying to navigate and thrive in what is a toxic and brutal environment.

Our Strategy

In 2020 we entered the first year of our new [Strategy](#). The first Strategy for Safer London and one which sets out a clear direction of where we want to be, In 2021/2022 we entered the second year of our Strategy, firmly on a clear path to deliver our objectives around our core areas of work: *People | Peers | Places*.



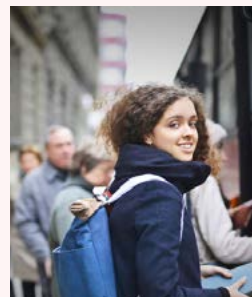
PEOPLE

We provide trusted, individual, relational support to ensure more young londoners will feel safer, be safer, and have positive futures.



PEERS

We enable young Londoners to support and be supported by their peers.



PLACES

We work directly in the community to ensure that the places and spaces where young Londoners spend their time are safer and more positive.

Our purpose and values

Our Purpose – what makes us different.

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

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

- ➔ We're paving the way for young Londoners to reach their full potential. We're here for them, wherever they are and whenever they're ready.
- ➔ Young Londoners are full of ambition and aspiration. Too many are experiencing violence and exploitation. We are working alongside young Londoners, supporting them to have the future they deserve.
- ➔ With a footprint in every London borough, we have the influence and flexibility to make real change. As they move, our support can move with them.
- ➔ Young Londoners are inspirational, the future of London. By working alongside them, their families, peers and communities we will unlock their potential.

Our values

Safer London strives to be:

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

Our vision is a city where all young Londoners, their families, peers and communities can thrive, free from exposure to violence and exploitation.

Our mission is to create lasting change by preventing violence and exploitation from negatively impacting on young Londoners, their families, peers and communities.





TRUSTEES' REPORT

The 'new normal'

Last year as a society, we entered what is often referred to as the 'new normal'.

However, as we come out of a global pandemic, we are reminded that adversity is ever present for so many. The economic and societal impacts of COVID-19 and other global events will be felt for years to come, and it is no doubt the families and young Londoners we work alongside, who will feel these impacts the most.

Already existing issues of inequality and poverty have only been further exacerbated by the COVID-19 pandemic, with young Londoners' education, safety and wellbeing significantly impacted, resulting in media headlines of a potential lost generation.

So, even as we all settle into the 'new normal', we are reminded that for some the new normal will mean increasing pressures, which only serve to further restrict already limited opportunities.

In 2021/2022 we focused on getting back to face-to-face work in the community as our core approach, whilst still offering virtual engagement for those who benefited from it.

To ensure this happened we put safety measures in place, supporting Safer London practitioners to carry out face to face work in a way that protected them and the young Londoners and families they worked alongside.

Looking into the future, we want to make the shift to a formal agile working organisation. At this time we don't fully know what this looks like. What we do know is our team wants to continue working in a way they have been accustomed to during the pandemic, and we want to make sure we listen to, and learn from, their experiences when shaping our future ways of working.



“

COVID-19 has had significant and unequal effects depending on where in the UK people live, their level of education, socioeconomic and health status.

Wider issues around the national economy, educational infrastructure and the social security system have compounded these impacts.

The British Academy

Understanding the long-term societal impacts of Covid 19

Adapting and evolving

At Safer London we've always delivered the work we do with the understanding it will evolve and adapt, based on the wider sector and emerging approaches, as well as being shaped directly by the young Londoners who use our services.

Whether this be applying emerging theories of practice, or adopting innovative training for our team, we are always looking outside of ourselves, so we can make sure young Londoners are given the support they need and have access to the opportunities they deserve.

We see this evolution and desire to adapt in our services too. Ten years ago, approaches to safeguarding children and young people were very different. The way children and young people move through the world is not the same now as it was then. Threats are different. Exploitation is different. Therefore, we must be different. We must change.

Over the past year we looked at our service delivery, internal processes, and ways of working, and we proactively sought ways to build on the existing models we had, as well as introduce or explore new models and approaches. Whether this was through collaborative partnerships or empowering those living directly within London communities.

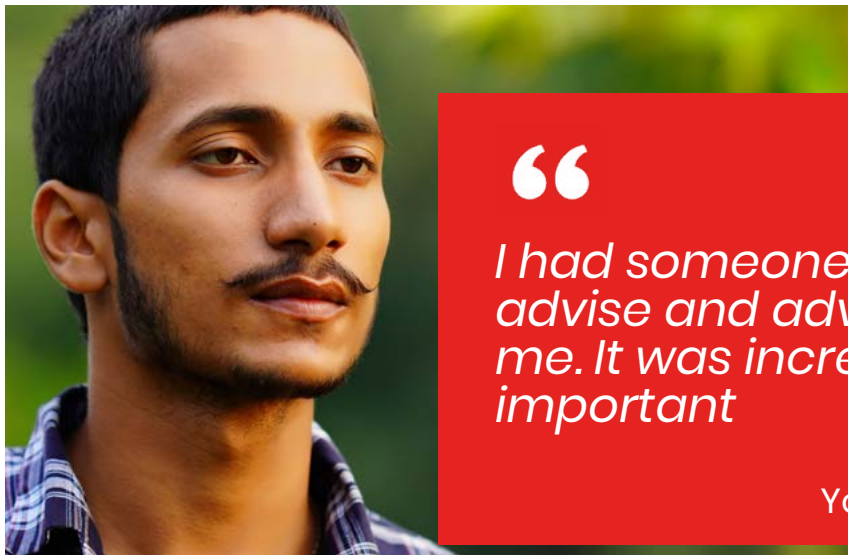


Our year at a glance



YOUNG LONDONERS REACHED

THROUGH ALL OUR PROGRAMMES AND SUPPORT



“

*I had someone who could
advise and advocate for
me. It was incredibly
important*

Young Londoner

202

PARENTS/CARERS REACHED THROUGH
SUPPORT, PROGRAMMES AND TRAINING

73

LONDONERS, 33 OF WHICH WERE
CHILDREN, MOVED TO SAFE SECURE
HOMES THROUGH THE PAN LONDON
HOUSING RECIPROCAL

1337

YOUNG LONDONERS REACHED THROUGH
GROUP SESSION WORK

1132

PROFESSIONALS SUPPORTED VIA TRAINING
OR CONSULTATION

One to one work with young Londoners

Strategic themes



PEOPLE



PEERS



PLACES

The lives of young Londoners, particularly those affected by violence and exploitation are extremely complex. The issues they face and the trauma they've experienced is not straightforward.

Our core focus is improving personal safety of the young Londoners we work alongside. Whilst this is still at the heart of each case, with the majority of young Londoners coming through our service identifying needs around safety, we have found a significant number present multiple needs, whether this be around housing or emotional wellbeing. What we also know is that each of these needs contribute to their overall safety, as well as their quality of life.

We also know one size doesn't fit all. Every young Londoner is different and their journey has been shaped by their unique identity and any trauma they have experienced.

What is needed is an inclusive and accessible service, one which supports all young Londoners needs without asking them to establish relationships with multiple people.



“

I think it made a big difference having a single point of contact who was consistently working with me and knew the history of things that had happened, rather than needing to repeatedly explain painful experiences.

Young Londoner

What we did

Recognising this complexity, we've worked to bring in specialist workers to better support the unique needs of young Londoners. These specialists work directly with young Londoners, or provide guidance and advice, complimenting the work of our core frontline team.

Some of these specialisms, such as housing, have been embedded in Safer London for some time. In recent years we've brought new members into our team that specialise in areas such as emotional wellbeing, harmful sexual behaviours and education, training and employment.

There is no limit to the number of specialists a young Londoner or their family can access, it is based on their need and us finding the best way to support them. If we can't provide what is needed, we will work hard to find someone who can.



457
young Londoners reached through
our one to one work

141
young Londoners accessed Safer London's
specialist one to one housing advocacy support,
raising their awareness of housing options

85
young Londoners sought support around education,
training and employment, and our team worked to
find and secure opportunities


52
young Londoners were able to address their
emotional wellbeing needs, with the support of our
specialist Emotional Wellbeing Advocates

42
young Londoners were able to break free from the
grip of County Lines, via support from our Rescue and
Response team


72
young Londoners impacted by child sexual abuse
worked alongside our Emotional Support Service team,
helping them process and move on from their trauma

The difference it made

For young londoners affected by exploitation...

 **93%**
reported an increased feeling of safety

 **92%**
reported improved health and wellbeing


 **92%**
reported improved engagement in relation to education, training and employment

 **94%**
felt they had improved coping strategies


 **93%**
felt they had improved the ability to develop healthy relationships

 **92%**
reported improved health and wellbeing


For young londoners affected by violence...

 **83%**
reported a reduction in being affected by violence

 **83%**
reported increased ability to access housing or housing support

 **81%**
reported increased awareness of, or accessed, appropriate emotional wellbeing support

 **79%**
reported a reduction in reports of harm or feeling vulnerable

 **75%**
reported improved engagement, or were in, education, training and employment

 **83%**
felt support helped them improve positive relationships

Future focus

For us, any success is dependent on a strong relationship being built between a young Londoner and a service which is non-judgemental and relatable, whilst at the same time credible and professional.

Building trust takes time. We know six months support is often not enough and there is a real need for support to be over a longer period of time. Our commitment moving forward is to change our service offer, to ensure young Londoners are getting the support they need for as long they need.

We are also committed to working collaboratively with young Londoners, to ensure our support and services are shaped to their needs, are culturally competent and take into consideration intersectionality.

Our one to one work with children and young people is made possible through support from the Mayor's Office for Policing and Crime, the Home Office, Esmée Fairbairn Foundation, Help for Children, London Borough of Croydon, Royal Borough of Kensington and Chelsea, and NHS South East London CCG.



“

My support [with Safer London] was excellent. It helped in many ways.

Young Londoner

One to one work with families and communities

Strategic themes



PEOPLE



PEERS



PLACES

Parents whose children are affected by violence and exploitation often feel judged and blamed, this on top of already existing guilt, can lead to parents feeling hopeless. We advocate on their behalf so their voices become central to their child's journey to a better future, rather than being seen as part of the problem and silenced.

Working with parents and carers in this way is ingrained into our ways of working and has been for many years. However, we saw there was a need to better support families to understand the contexts in which extra familial harm occurs, as well as set boundaries between them and their children. In a similar vein, violence impacts more than just a young Londoner and their families, it can be felt in the communities in which they live.

We wanted to work alongside families and community stakeholders, to empower them to better support young Londoners in contexts where harm occurs.



“

*The support was amazing.
The help, support and advice
I received from my support
workers was above and
beyond.*

Parent

What we did

Family and Community workers have been embedded within Safer London for years. However, the 'community' element to their role has been developing over the past year, with the team exploring place-based interventions and community referrals.

One of the main things we did, was to acknowledge these types of interventions are emerging and relatively unexplored. Therefore, we accepted at this stage we don't know everything, and we certainly don't have all the answers. However, we're committed to testing new approaches and learning – from both our successes and shortcomings – so we can better inform this work in the future.

The team worked collaboratively to develop a model of working, with a focus on what the community intervention element of their role may look like. We consulted with thought leaders in Contextual Safeguarding and developed a process workflow for place based and community referrals. This is the beginning of a very long journey, but having this in place will allow us to consistently approach incoming referrals and allow us the flexibility to adapt as we go.

81
parents/carers reached through our
one to one work

69
parents/carers were supported by our specialist
Family and Community Workers

12
parents received specialist wellbeing support through
our Emotional Support Service

9
workshops delivered to parents, carers and foster
parents, introducing them to the topics of Child Sexual
Abuse and Contextual Safeguarding

80
parents/carers and foster parents took part in Safer
London training or workshops

17
young Londoners took part in discussions around safety,
as part of a community intervention

The difference it made

For the parents and carers we worked with one to one...

 **74%**
reported an improvement in family dynamics

Future focus

Last year we learnt there is a real appetite for a whole community approach to violence and risk. However, this appetite must be balanced with resource. We also acknowledge that interventions of this nature are still new territory with many unknowns.

One aspect we want to ensure is that when we work with a community the process is collaborative and sustainable. It's about empowering the community to make those positive changes themselves,

Our one to one work with families is made possible through support from the Mayor's Office for Policing and Crime, the Home Office and Vanguard Group Foundation.



“

I feel more confident with the methods I've learnt to help [my child].

Parent

Special projects

Acknowledging and recognising the desire to further develop our service delivery, we undertook specific pieces of work or projects. All whilst keeping in mind our strategic aims and objectives, to ensure we always remained focused and heading in the right direction. You can read more about our specialist projects in our [2021/2022 Impact Report](#).

In collaboration with a group of Black men and boys across London, we built an approach to breaking down cultural barriers and accessing mental wellbeing support. The Beyond the Banter model centres around the idea young people are more likely to engage with their peers.

Strategic themes: People | Peers

Our team carried out an internal review of the Pan London Housing Reciprocal, reviewing processes and procedures. This review resulted in a change of criteria for the scheme and reduced the waiting list significantly, meaning the scheme could better support those in need of safe and secure housing.

Strategic themes: People

We set out to develop a new service model for a Harmful Sexual Behaviours programme in Barking and Dagenham. In collaboration with academics and by consulting other professionals, the Safer London HSB specialist has worked to build a programme of support which is non-judgemental and accessible to those who need the service.

Strategic themes: People | Peers

With support from the Home Office, we reviewed our CSA service. We set out to see if it was accessible for minoritised communities in London and what key recommendations we should take forward to ensure the service is fit for purpose for those who use it.

Strategic themes: People

In collaboration with young Londoners, we developed and launched a youth led digital platform. This Instagram account is a digital space aimed to inspire, educate and engage other young people in London and beyond.

Strategic themes: People | Peers

In partnership with UCL and a group of bereaved parents, we set about researching what a bereavement model or approach could look like, for families who'd lost children through violence.

Strategic themes: People | Peers



REFLECTIONS AND LEARNINGS

Measuring our impact

Measuring the impact of our work is a challenge. This past year we've worked with our commissioners to come up with a better system of reporting on our achievements.

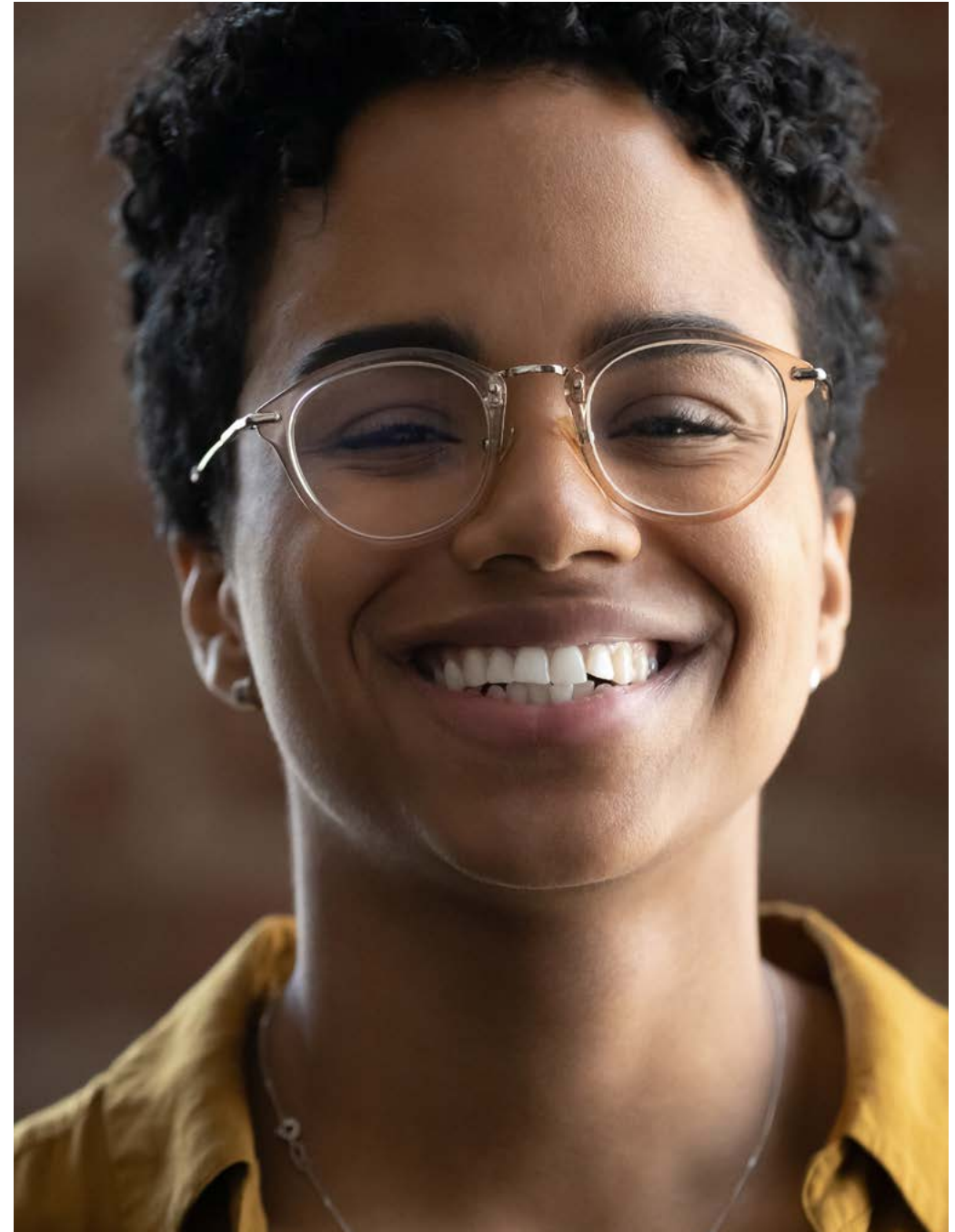
Numbers and data only tell part of the story. Our frontline team are directly connected with those who fund their work, sharing the impact of their work through real stories of their practice, all of which are anonymised to protect the identities of those we work alongside – and so not to further exploit them.

We brought in new outcome measurement tools, supported by a Theory of Change for our [People](#) and [Peers](#) themes of work.

These measurements are designed to provide consistency across all our outputs and will provide a more effective measurement of impact across a young Londoner's journey of Safer London support. Our focus is to make these accessible to all the young Londoners we work alongside, including those with special educational needs and disabilities (SEND).

Our new outcome measurements:

- **Relational safety**
- **Emotional safety**
- **Physical safety**
- **Future focus**



Looking back

Self-reflection is important. Looking back, helps inform your direction for the future. This includes celebrating your achievements, as well as looking at where you need to improve.

Our achievements against our Strategy:



In 2021/2022 we focused on developing a cohesive service for the young Londoners who use our services and support. Everyone we work with should be able to access the support they need based on their individual needs, and that support should be consistent across the board.

Last year we expanded our specialist teams, bringing in more workers who specialise in areas such as resettlement and emotional wellbeing. We developed and rolled out a refreshed Service Delivery Manual. This guide for our Specialist Case Workers ensures all our team are working to the same quality and standard. This was supported by service models for all our specialisms and core delivery.



We built on findings from a previous [research project](#) that explored the potential for peer safeguarding interventions within Safer London. This research set out recommendations of working with young Londoners, considering the context of their peer relationships. Adults surrounding a young Londoner can often make assumptions about the role peers play in their lives. This assumption is often negative.

Safer London practitioners were supported to carry out peer mapping exercises with the young Londoners they were working with. This exercise is done in collaboration with the young Londoner. It helps to create a clear picture, both for the young Londoner and the practitioner.



At Safer London we understand the power of positive peer relationships. We've always set out to harness and nurture these relationships, with ambitions of creating interventions and models of work which allow young Londoners to support, and be supported by their peers.

Last year this was our focus. We developed models and ways of working which drew on the positive influence of peers, which were delivered in collaboration with community organisations, ensuring the approach was embedded into local communities. As projects progressed employment opportunities within Safer London were created for those who had taken part.

This has now set a benchmark, for our ways of working, with plans to develop the model with different cohorts of young Londoners.



In 2021/2022 we looked into ourselves and consulted with our colleagues across the sector, as well as academics, to really investigate the feasibility of place-based interventions and what they would look like in practice.

Through workshops with the Safer London team, we set about creating a Theory of Change for our Places work. However, we soon realised we were entering new territory. This was completely unknown. In place of a Theory of Change, we created an intervention process visual. This will help guide our work in this area, whilst giving us the freedom to test, develop and evolve with each new intervention we take on.

Looking ahead

We've made leaps and strides in the past few years. However, as we move into the third year of our Strategy, we want to focus on delivering even further on our ambitious strategic goals.

Next year we have "three big aims". These three key objectives will be delivered alongside our ongoing delivery work and our commitment to upskilling and developing the Safer London team.

1. Further our journey to becoming a fully trauma responsive organisation.

Going into 2022/2023, one of our core aims is to make sure our entire workforce has a clear understanding of what it means to be a trauma responsive organisation, and that their work is underpinned by a trauma informed approach. By providing training and upskilling our team – from our frontline practitioners to our central services staff – we can ensure understanding trauma and recognising its impact, is at the core of Safer London.

STRATEGIC THEME: PEOPLE

2. We want to work in partnership with community organisations to grow real local responses to violence and exploitation.

Moving forward we want to work on defining the scope and parameters which will enable us to cement strong partnerships with community organisations and groups. Adopting a generous leadership approach, will allow us to build models of working that will make best use of these partnerships – so we gain as much as the organisations do.

STRATEGIC THEME: PLACES

3. Our services and delivery will be shaped by young Londoners and we will build pathways for them to influence delivery, development and decision making.

It's important to us that young Londoners have a voice within Safer London. So they can shape and influence everything we do. Right from the bottom, all the way to the top.

Last year, we took a step back and evaluated our participation work. Recognising we're not experts, we brought in youth engagement organisation Participation People. With their guidance and support, we've been laying the foundations to make sure participation is at the forefront of the minds of the entire Safer London team. Ensuring it's embedded deep within our culture.

Heading into 2022/2023, our focus is to create meaningful opportunities for engagement and influence for the young Londoners who use our services – and beyond. We will start with a fresh recruitment of young Londoners into our VIP group. We will upskill and develop the VIPs, providing them with training and workshops. All this will culminate in a big take over. The VIPs will work in collaboration with our Senior Leadership team to tackle the big issues within Safer London, ensuring everything we do has been youth proofed.

STRATEGIC THEME: PEERS



FINANCIAL REVIEW

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

Our income in 2021/2022 was £3,558,113. Our focus for the year was on consolidation and not growth with an acknowledgment that it would take us a few years to generate significant amounts of new funding through the pipeline in order to start growing.

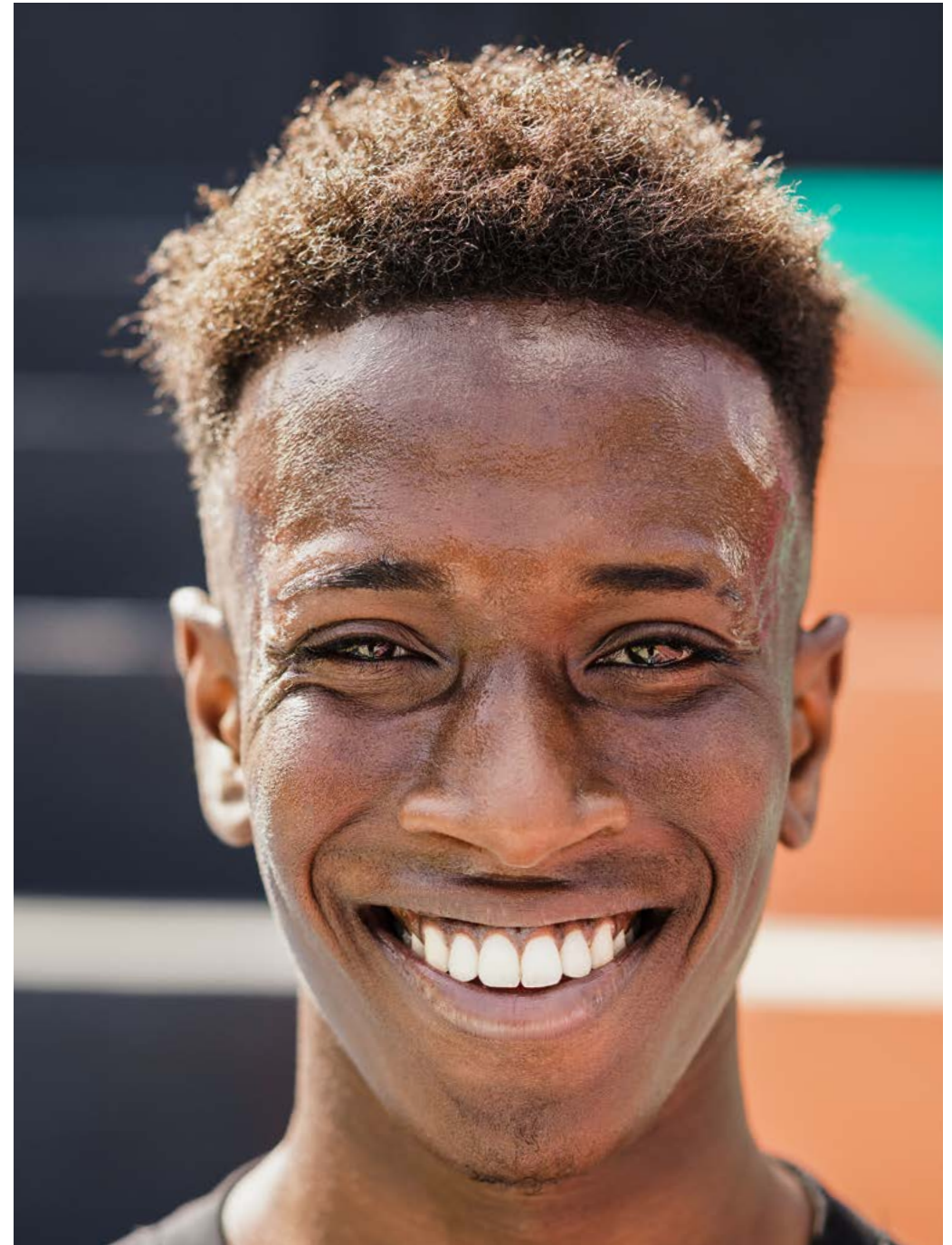
We started the year with a total of £2,634,949 of secured income and generated £923,164 in year.

This increase in funds was due to securing increased investment in our delivery, in response to additional demand for our service.

2021/2022 income is a 21% increase on the income raised in 2020/2021 (£2,948,170). At the same time expenditure increased by 17% to £3,287,587 (2020/2021: £2,803,616).

Expenditure has increased in line with income as a result of agreed additional activity and outputs.

Safer London does not solicit donations from individuals. Although we do receive occasional donations from individuals or small groups who have raised funds in aid of our work, the bulk of our income continues to be derived from public and statutory bodies, including local and central government, trusts and foundations, and the private sector.



Reserves Policy

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

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

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

"As a result of the process set out above, and acknowledging the extremely challenging environment Safer London now finds itself in, the Board of Trustees believes that a target reserves range of £360,000-£600,000 meets the charity's needs."

The actual level of reserves as of 31 March 2022, as reported in this annual report and financial statements, was £747,590 which is above our reserves range as presented in the current Reserves Policy.

Safer London is taking the following steps to maintain the agreed level of reserves:

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

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

- continue to secure sufficient income to fund our activities, and only commit to new activities where we are confident sufficient funding can be secured, based on our full-cost-recovery methodology;
- explore diversification of funding via the income generation plan;
- pursue an income generation plan that will seek to both fund delivery aspirations and generate unrestricted surplus to maintain them.

Safer London's ability to continue as a going concern

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

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2022 to 31 March 2023 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2022/2023 shows a surplus of £78,000, and cash flow forecasts show a positive cash position at 31 March 2023 of £641,000, with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of reserves as at 31 March 2022 was £747,590, which is above the reserves range as presented in the current Reserves Policy.

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

Investment and treasury management policy

Safer London has an Investment Policy which in summary sets out that the Trustees, taking due account of the liquidity requirements of operating the charity on a day-to-day basis, will keep the available funds in low-risk bank deposits despite the poor interest returns on such deposits.

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

Fundraising statement

Safer London will not knowingly apply to, or accept funding from, companies, organisations or individuals who are directly involved in activities that run contrary to our overall aims. These include companies, organisations or individuals who directly block or actively work against young people both in the UK and overseas; whose activities directly exploit or harm young people; or who directly block or work against the empowerment of young people.

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

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

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

The charity complies with the General Data Privacy Regulations and protects individuals' personal information. We do not solicit individuals via telephone or door to door, we did not buy any data lists, and we never sell our supporter's data.

We review all relationships with commercial supporters when the relationship is established and on an ongoing basis thereafter. We put in place Commercial Participator agreements where these are required.

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

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



Pay policy for key management personnel and senior staff

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

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

The total reward package including pay for the CEO is set and agreed by the Board.

The package is reviewed on an annual basis and recommendations made to the Board on any proposed changes that reflect performance, market conditions and the financial health of the charity.

Regular, independent benchmarking of pay bands for charities of a similar size is undertaken to inform the review.

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

A young woman with voluminous, curly brown hair and black-rimmed glasses is smiling warmly at the camera. She is wearing a dark green jacket. The background is a soft-focus indoor setting with a green plant on the left and a light-colored wall.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruiting and appointing new charity trustees

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

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

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

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

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

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



Risk Management

Safer London issued a Risk Management Policy in 2018 and this was last updated in May 2022. The policy sets out the methodology for assessing and rating risks. It is reviewed every two years.

Safer London has a Risk Management Subgroup which meets as a minimum 4 times per year. This group is made up of the Deputy CEO, the EA to the CEO, the Head of Safeguarding & Quality Practice and the Deputy Head of Practice. A Trustee is invited to join meetings according to availability.

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

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

- Safer London is impacted by the major harm, radicalisation or death of a service user, which may result in reputational damage. [Operational risk]
- Inadequate safety measures for lone workers and volunteers lead to staff being placed at unacceptable levels of risk. [Operational risk]
- Failure to comply with legislation/ guidance e.g. charities act, GDPR/ Data Protection Act, Health and Safety, employment legislation, which could lead to fines, tribunals, loss of contracts, reputational risk. [Compliance risk]

The risk register is additionally reviewed in its entirety by the SLT every quarter.

The Risk Management Policy requires that significant new opportunities and previously unforeseen risks are assessed as and when they arise.

For each risk identified Safer London looks at existing controls that already seek to reduce the negative effect of the risk (mitigation) or the likelihood of it occurring.

In addition further actions are identified as part of the risk management sub group and SLT focus on risk to ensure that we continually seek to mitigate against the risks posed to the organisation.

Insurance cover

The charity purchases insurance to cover its Trustees against their costs in defending themselves in civil legal proceedings taken against them in that capacity and in respect of damages resulting from the unsuccessful defence of any proceedings.

During the period under review Safer London held Professional Indemnity and Crisis Management cover provided by Hiscox. For all other aspects of Safer London operations including building, contents and assets a policy is provided by Aviva.

Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing the financial statements, the Trustees are required to:

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

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

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

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

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

Statement as to disclosure to our auditors

Insofar as the Trustees are aware at the time of approving this Trustees' annual report

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

This report was approved by the Trustees on 23rd November 2022 and signed on their behalf by:



Janine McDowell, Chair



INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Safer London

Opinion

We have audited the financial statements of Safer London (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

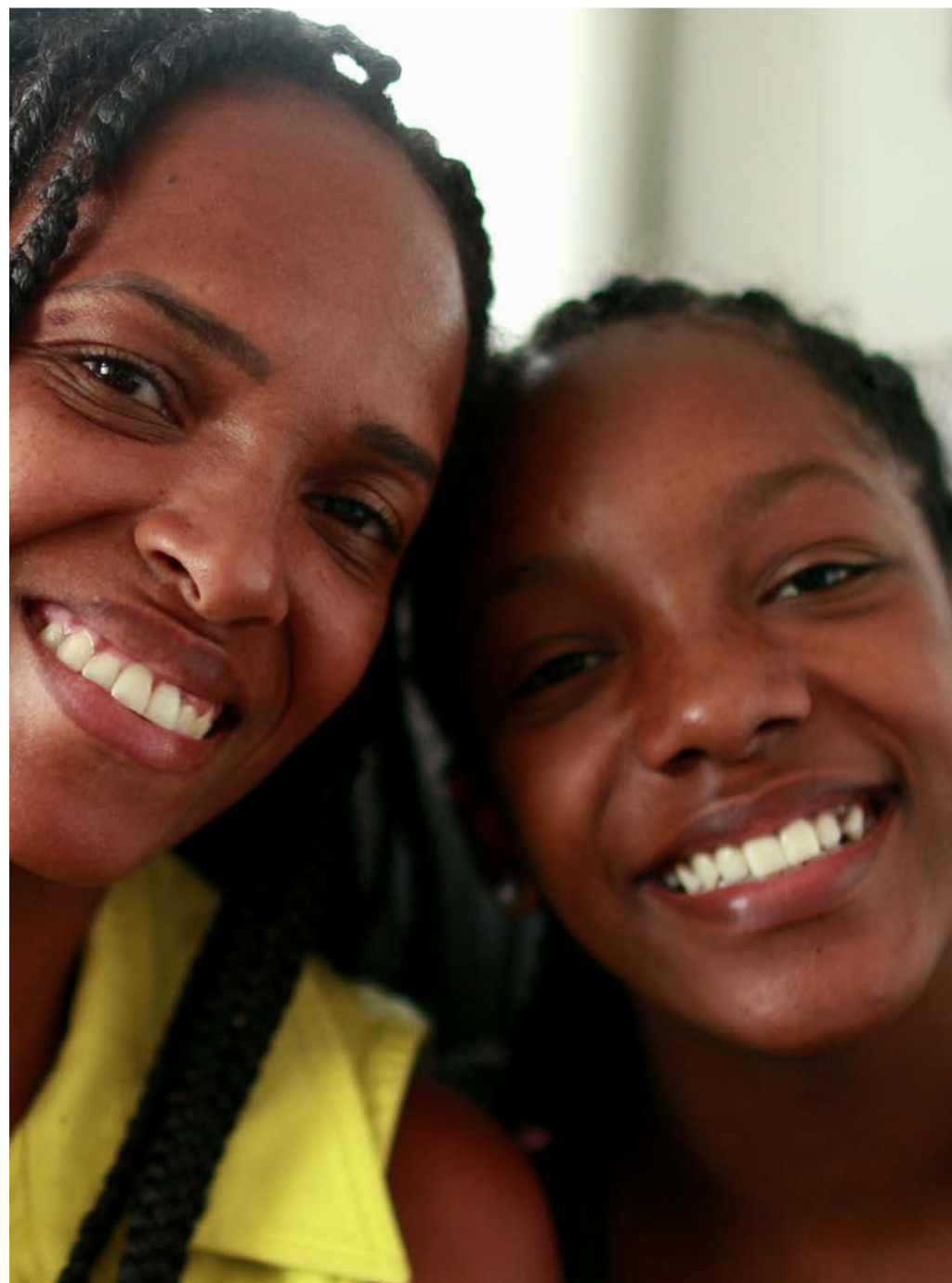
Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.



Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

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

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

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

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

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

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

This description forms part of our auditor's report.

Use of our report

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



08 December 2022

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

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

Statement of financial activities – Year to 31 March 2022 (incorporating the income and expenditure account)

	Notes	Unrestricted funds £	Restricted funds £	Total Funds 2022 £	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Income from:							
Donations and legacies	1	64,824	45,000	109,824	108,834	75,000	183,834
Charitable activities	2	207,508	3,240,781	3,448,289	102,644	2,661,692	2,764,336
Total income		272,332	3,285,781	3,558,113	211,478	2,736,692	2,948,170
Expenditure on:							
Raising funds	3, 4	1,806	120,490	122,296	63,868	6,513	70,381
Charitable activities	3, 4	-	3,165,291	3,165,291	-	2,733,235	2,733,235
Total expenditure		1,806	3,285,781	3,287,587	63,868	2,739,748	2,803,616
Net income (expenditure) and net movement in funds		270,526	-	270,526	147,610	(3,056)	144,554
Transfer between funds		-	-	-	24,196	(24,196)	-
Net movement in funds		270,526	-	270,526	171,806	(27,252)	144,554
Reconciliation of funds:							
Funds brought forward at 1 April 2021	12	494,738	-	494,738	322,932	27,252	350,184
Funds carried forward at 31 March 2022	12	765,264	-	765,264	494,738	-	494,738

All income and expenditure derives from continuing operations.

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

The notes on pages 47 to 61 part of these financial statements

Balance Sheet – 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible fixed assets	9		<u>17,674</u>		<u>14,752</u>
			17,674		14,752
Current assets					
Debtors	10	886,369		306,648	
Cash at bank and in hand		<u>578,360</u>		<u>440,750</u>	
		1,464,729		747,398	
Liabilities					
Creditors: amounts falling due within one year		<u>(681,555)</u>		<u>(267,412)</u>	
Net current assets			<u>783,174</u>		<u>479,986</u>
Creditors: amounts falling due after more than one year			(35,584)		-
Total net assets			<u>765,264</u>		<u>494,738</u>
The funds of the charity					
Restricted funds	12		765,264		494,738
Unrestricted funds	12		<u>765,264</u>		<u>494,738</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:



Janine MWBck Y 7 \ UJf

Approved on:
23 November 2022

Statement of cash flows Year to 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	148,421	243,832
Cash flows from investing activities			
Purchase of tangible fixed assets		(10,811)	(1,792)
Net cash (used in) investing activities		(10,811)	(1,792)
Net increase in cash and cash equivalents		137,610	242,040
Cash and cash equivalents at 1 April 2021	B	440,750	198,710
Cash and cash equivalents at 31 March 2022	B	578,360	440,750

Notes to the statement of cash flows for the year to 31 March 2022

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

	2022 £	2021 £
Net income for the period (as per statement of financial activities)	270,526	144,554
Adjustments for:		
Depreciation charges	7,889	5,812
(Increase) decrease in debtors	(579,721)	106,265
Increase (decrease) in creditors	449,727	(12,799)
Net cash provided by operating activities	148,421	243,832

B Analysis of cash and cash equivalents

	2022 £	2021 £
Cash at bank and in hand	578,360	440,750
Total cash and cash equivalents	578,360	440,750

C Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	440,750	137,610	578,360
Total	440,750	137,610	578,360

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

Principal accounting policies 31 March 2022

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

Basis of preparation

These financial statements have been prepared for the year to 31 March 2022 with comparative information provided in respect to the year to 31 March 2021.

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

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

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

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

Critical accounting estimates and areas of judgment

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

- estimating the useful economic life of tangible fixed assets for the purposes of determining a depreciation charge;
- determining the basis for allocating support costs;
- assessing the charity's ability to continue as a going concern (see below).

Going concern

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

The Trustees are satisfied that at the time of producing this report sufficient funding has been secured in confirmed contracts for the period 1 April 2022 to 31 March 2023 to enable the organisation to continue as a going concern. If unable to secure additional funding the organisation will undergo a slimming-down so as to reduce its fixed costs in order to remain able to deliver to budget.

The budget for 2022/2023 shows a surplus of £78,000, and cash flow forecasts show a positive cash position at 31 March 2023 of £641,000, with the charity's latest set of management accounts showing they are on track to achieve this.

Safer London's reserves position has also improved on last year. The actual level of reserves as at 31 March 2022 was £747,590, which is above the reserves range as presented in the current Reserves Policy.

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

The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and meet liabilities as they fall due. The charity therefore continues to adopt the going concern basis in preparing these financial statements.

Income

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

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

Income from grants and contracts are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably and there are no unfulfilled conditions. If entitlement is not met then these amounts are deferred. No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

Expenditure

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

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

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs. Expenditure on raising funds includes all expenditure associated with generating fundraised income, as well as any associated support costs.

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

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories

covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

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

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

Debtors

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

Cash at bank and in hand

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

Liabilities and provisions

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

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

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

Financial instruments

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

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

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

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

Operating leases

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

Pensions

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

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

Fund accounting

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

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

Notes to the financial statements Year to 31 March 2022

1 Income from donations and grants

	Unrestricted funds £	Restricted funds £	Total funds 2022
Donations	61,066	-	61,066
Grants	3,758	45,000	48,758
	<u>64,824</u>	<u>45,000</u>	<u>109,824</u>
	Unrestricted funds £	Restricted funds £	Total funds 2021
Donations	106,034	-	106,034
Grants	2,800	75,000	77,800
	<u>108,834</u>	<u>75,000</u>	<u>183,834</u>

2 Income from charitable activities – by type

	Unrestricted funds £	Restricted funds £	Total funds 2022
People	157,992	2,467,462	2,625,454
Peers	35,001	546,630	581,631
Places	14,515	226,689	241,204
	<u>207,508</u>	<u>3,240,781</u>	<u>3,448,289</u>
	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
	<u>102,644</u>	<u>2,661,692</u>	<u>2,764,336</u>

Notes to the financial statements Year to 31 March 2022

3 Analysis of expenditure on charitable activities – by fund

	Unrestricted funds £	Restricted funds £	Total funds 2022
Raising funds	1,806	120,490	122,296
Support and Out-reach	–	3,165,291	3,165,291
	<u>1,806</u>	<u>3,285,781</u>	<u>3,287,587</u>

A reclassification of expenditure incurred on charitable activities and on raising funds has been performed in the current year, including reallocation of support costs between headings. The 2021 comparatives have been reallocated between these subheadings.

	Unrestricted funds £	Restricted funds £	Total funds 2021
<i>Raising funds</i>	<i>63,868</i>	<i>2,739,748</i>	<i>2,803,616</i>
<i>Support and Out-reach</i>	<i>–</i>	<i>2,733,235</i>	<i>2,733,235</i>
	<u><i>63,868</i></u>	<u><i>2,739,748</i></u>	<u><i>2,803,616</i></u>

Notes to the financial statements Year to 31 March 2022

4 Analysis of expenditure on charitable activities – by type

	Activities undertaken directly £	Restricted funds £	Total funds 2022
Raising funds	75,818	46,478	122,296
Support and Out-reach	2,348,030	817,261	3,165,291
	<u>2,423,848</u>	<u>863,739</u>	<u>3,287,587</u>
	Activities undertaken directly £	Restricted funds £	Total funds 2021
<i>Raising funds</i>	<i>54,854</i>	<i>15,527</i>	<i>70,381</i>
<i>Support and Out-reach</i>	<i>2,096,588</i>	<i>636,647</i>	<i>2,733,235</i>
	<u><i>2,151,442</i></u>	<u><i>652,174</i></u>	<u><i>2,803,616</i></u>

Notes to the financial statements Year to 31 March 2022

5 Analysis of direct costs

	Total 2022 £	Total 2021 £
Direct staff costs	1,793,802	1,907,024
Direct costs of support and out-reach	522,152	212,104
Staff and volunteer travel and subsistence	20,581	5,591
Fundraising and publicity	24,823	418
Staff training	62,490	26,305
	2,423,848	2,151,442

Notes to the financial statements Year to 31 March 2022

6 Analysis of support costs

	Total 2022 £	Total 2021 £
Direct staff costs	244,354	278,096
Depreciation	7,889	5,812
Rent, rates and service charges	124,965	118,761
Other building costs	24,095	15,006
Professional fees (including IT and accounting support)	86,296	35,106
Insurance	7,646	7,800
Finance & IT support	87,961	74,014
HR support, recruitment and training	135,192	28,180
Hospitality	10,837	—
Office, computer and website costs	112,536	71,999
Governance costs (see note 5)	21,968	17,400
	863,739	652,174

Notes to the financial statements Year to 31 March 2022

7 Governance costs

	Total funds 2022 £	Total funds 2021 £
Auditors' remuneration – audit of the financial statements	14,700	16,800
Auditors' remuneration – other services	4,320	—
Legal fees	2,948	600
	21,968	17,400

Notes to the financial statements Year to 31 March 2022

8 Staff costs

	Total funds 2022 £	Total funds 2021 £
Wages and salaries	1,827,300	1,963,306
Social security costs	167,001	170,734
Pension costs	43,855	51,080
	2,038,156	2,185,120

The average number of persons employed by the charity during the year was as follows:

	Total 2022 No.	Total 2021 No.
Projects, fundraising and management	57	60

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

	Total 2022 No.	Total 2021 No.
£80,001 – £90,000	-	1
£90,001 – £100,000	1	-

The charity paid out redundancy costs of £3,423 in the year (2021: £9,684). The cost has been included within direct costs. There were no amounts outstanding at the year end.

During the year, no Trustees received any remuneration or other benefits (2021 – none).

During the year, no Trustee expenses have been incurred (2021 – none). The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by Key Management Personnel for the year was £534,756 (2021 – £626,582).

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

- Chief Executive Officer – Sherrylyn Peck
- Deputy CEO
- Director of Safeguarding (until 19th May 2021)
- Head of Safeguarding and Quality Practice
- Head of Corporate Services
- Head of Business Development
- Head of Practice
- Interim Head of Projects
- Head of Development

Notes to the financial statements Year to 31 March 2022

9 Tangible fixed assets

	Short leasehold improvements £	Furniture and equipment £	Computer equipment £	Total £
Cost				
At 1 April 2021	55,206	42,593	105,592	203,391
Additions	-	-	10,811	10,811
At 31 March 2022	55,206	42,593	116,403	214,202
Depreciation				
At 1 April 2021	43,122	42,593	102,924	188,639
Charge for the year	4,748	-	3,141	7,889
At 31 March 2022	47,870	42,593	106,065	196,528
Net book values				
At 31 March 2022	7,336	-	10,338	17,674
At 31 March 2021	12,084	-	2,668	14,752

10 Debtors

	Total 2022 £	Total 2021 £
Trade debtors	480,053	15,567
Prepayments and accrued income	406,316	291,081
	886,369	306,648

Notes to the financial statements Year to 31 March 2022

11 Creditors: Amounts falling due within one year

	Total 2022 £	Total 2021 £
Trade creditors	144,576	72,841
Other taxation and social security	46,924	43,924
Accruals and deferred income	490,055	150,647
	681,555	267,412

Creditors: Amounts falling due in more than one year

	Total 2022 £	Total 2021 £
Deferred income	35,584	-
	35,584	-

Deferred income (included above)

	Total 2022 £	Total 2021 £
Deferred income at 1 April	118,859	80,765
Resources deferred during the year	305,440	118,859
Amounts released from previous periods	(118,859)	(80,765)
Deferred income at 31 March	305,440	118,859

Income has been deferred in respect of grants and contracts relating to the 2022/2023 and 2023/2024 financial years.

Notes to the financial statements Year to 31 March 2022 **12** Statement of funds – current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers In/Out £	Balance at 31 March 2022 £
Unrestricted funds					
General funds	494,738	272,332	(1,806)	-	765,264
Restricted funds					
London Borough of Croydon (violence & exploitation service for young people with additional needs)	-	58,000	(58,000)	-	-
Home Office (Exploitation)	-	118,000	(118,000)	-	-
MOPAC (Victim's Fund)	-	552,000	(552,000)	-	-
Paul Hamlyn Foundation	-	17,500	(17,500)	-	-
City Bridge Trust	-	59,200	(59,200)	-	-
Help For Children UK (CSE)	-	976	(976)	-	-
Home Office CSA Support	-	128,997	(128,997)	-	-
Esmée Fairbairn Foundation	-	46,536	(46,536)	-	-
Vanguard (Community Support Work)	-	3,674	(3,674)	-	-
MOPAC (Children Affected by Violence)	-	1,919,349	(1,919,349)	-	-
MOPAC (Rescue & Response)	-	189,273	(189,273)	-	-
Help for Children UK (Winter Engagement)	-	11,635	(11,635)	-	-
MOPAC (Pan London Housing Reciprocal)	-	99,659	(99,659)	-	-
Home Office County Lines Victim Support	-	6,625	(6,625)	-	-
Central Services – University of Bedfordshire	-	29,357	(29,357)	-	-
Central Services – John Laing Charitable Trust	-	25,000	(25,000)	-	-
Central Services – Rayne Foundation	-	20,000	(20,000)	-	-
Total restricted funds	-	3,285,781	(3,285,781)	-	-
Total funds	494,738	3,558,113	(3,287,587)	-	765,264

Notes to the financial statements Year to 31 March 2022 **12** Statement of funds – prior year (continued)

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers In/Out £</i>	<i>Balance at 31 March 2021 £</i>
Unrestricted funds					
General funds	322,932	211,478	(63,868)	24,196	494,738
Restricted funds					
London Borough of Hackney	-	76,000	(76,000)	-	-
London Borough of Croydon (violence & exploitation service for young people with additional needs)	-	58,000	(58,000)	-	-
Home Office (Exploitation)	-	118,000	(118,000)	-	-
MOPAC (Victim's Fund)	-	552,000	(552,000)	-	-
Paul Hamlyn Foundation	-	22,500	(22,500)	-	-
City Bridge Trust	-	58,100	(58,100)	-	-
Youth Endowment Fund	-	17,971	(17,971)	-	-
Help For Children UK (CSE)	-	23,125	(23,125)	-	-
John Laing Charitable Trust	-	25,000	(25,000)	-	-
Rayne Foundation	-	20,000	(20,000)	-	-
The Leathersellers' Company Charitable Fund	-	15,000	(15,000)	-	-
London Community Response Fund	-	15,000	(15,000)	-	-
The London Community Foundation	-	32,038	(32,038)	-	-
Home Office (Child Sexual Abuse)	-	34,202	(34,202)	-	-
Esmée Fairbairn Foundation	-	23,034	(23,034)	-	-
BBC Children in Need (boys & young men)	-	2,500	(2,500)	-	-
London Borough of Enfield	-	31,756	(31,756)	-	-

Notes to the financial statements Year to 31 March 2022

12 Statement of funds – prior year (continued)

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers In/Out £</i>	<i>Balance at 31 March 2021 £</i>
MOPAC (LGE)	-	1,162,416	(1,165,472)	3,056	-
MOPAC (Rescue & Response)	-	174,967	(174,967)	-	-
Help for Children UK (Winter Engagement)	-	6,365	(6,365)	-	-
MOPAC (PLHR)	-	194,012	(194,012)	-	-
The Pilgrim Trust	-	10,000	(10,000)	-	-
The Goldsmiths' Company Charity	-	20,000	(20,000)	-	-
MHCLG	-	16,000	(16,000)	-	-
Central Services – University of Bedfordshire	-	28,706	(28,706)	-	-
Other funds	27,252	-	-	(27,252)	-
Total restricted funds	27,252	2,736,692	(2,739,748)	(24,196)	-
Total Funds	350,184	2,948,170	(2,803,616)	-	494,738

Notes to the financial statements Year to 31 March 2022

12 Statement of funds (continued)

a) Restricted funds

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

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

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

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

In order to achieve our strategic aims, restricted funds also support a number of specific projects aligned to our 6 strategic enablers.

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

b) Unrestricted funds

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

Notes to the financial statements Year to 31 March 2022

13 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	17,674	-	17,674
Current assets	1,464,729	-	1,464,729
Creditors due within one year	(681,555)	-	(681,555)
Creditors due in more than one year	(35,584)	-	(35,584)
Total	765,264	-	765,264
	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	14,752	-	14,752
Current assets	747,398	-	747,398
Creditors due within one year	(267,412)	-	(267,412)
Total	494,738	-	494,738

14 Pension commitment

The charity operates a defined contribution pension plan for its employees. The amount recognised in respect of employer contributions payable as an expense in the period was £43,855 (2021: £51,080).

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

15 Operating lease commitments

At 31 March 2022 the charity had commitments to make future minimum lease payments under non- cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	99,589	96,848
Later than 1 year and not later than 5 years	128,782	229,339
	228,371	326,187

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

	2022 £	2021 £
Operating lease rentals	96,848	86,137

16 Related party transactions

During the year ended 31 March 2022 the charity made payments of £8,250 (2021 – £1,200) to the husband of the Finance, Commercial and Contracts Manager for the disposal of office equipment and rubbish. There was a balance of £nil (2021 – £nil) outstanding at 31 March 2022 in respect of these transactions.

There were no further related party transactions during the year (2021: none).



saferlondon

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

www.saferlondon.org.uk