

CIRCLES OF SUPPORT AND ACCOUNTABILITY

England & Wales · Charity number 1122641

Details

Other names	CIRCLES UK
Status	Registered
Legal form	Charitable company
Company number	06457347
Registered	2008-02-06
Register	View on the Charity Commission register

Contact

Address	Abbey House Abbey Square Reading Berkshire RG1 3BE
Phone	01189500068
Email	info@circles-uk.org.uk
Website	www.circles-uk.org.uk

Activities

Objects: (A) TO ADVANCE EDUCATION AND TRAINING, TO RELIEVE POVERTY AND TO PROMOTE AND PROTECT THE GOOD HEALTH OF PEOPLE WHO ARE LIKELY TO OR WHO HAVE COMMITTED OFFENCES AND THE FAMILIES OF SUCH PERSONS AFFECTED BY SUCH OFFENCES IN ORDER TO ASSIST WITH THE PREVENTION OF SUCH OFFENCES, PARTICULARLY SEXUAL OFFENCES;(B) TO ADVANCE THE PUBLIC’S EDUCATION IN THE UNDERSTANDING OF APPROACHES TO PUBLIC PROTECTION AND PREVENTION OF CRIME.

Activities: Circles UK is a national charity which facilitates the development of Circles of Support and Accountability (Circles) and ensures quality standards and safety in this work. Circles are a community-based programme working closely with statutory services, helping known sex offenders live offence-free lives. Circles UK provides training, guidance, applying national standards to member Projects

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED IN PRACTICE SCOTLAND & NORTHERN IRELAND
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£387,781	£413,919	-	-
2024-03-31	£437,013	£400,574	-	-
2023-03-31	£462,341	£308,876	-	-
2022-03-31	£366,307	£307,847	-	-
2021-03-31	£336,076	£282,462	-	-

Trustees

Name	Role	Appointed
Asha Odedra MBE		2023-07-19
Christiane Glennie		2023-08-11
Emma Louise Tuschick		2026-01-01
Justine Carroll		2019-11-19
Nigel Geoffrey Barnes		2019-11-19
Parasathi Mullan		2025-01-01
SIMON BAILEY CBE		2022-03-23

Accounts

REGISTERED COMPANY NUMBER: 6457347 (England and Wales)
REGISTERED CHARITY NUMBER: 1122641

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2025
for**

**Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Contents of the Financial Statements
for the Year Ended 31 March 2025

	Page
Report of the Trustees	1 to 24
Independent Examiner's report	25
Statement of Financial Activities	26
Balance Sheet	27
Statement of Cash Flows	28
Notes to the Financial Statements	29 to 32
Detailed Statement of Financial Activities	33 to 34

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005, and the accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared mindful of the need to demonstrate the public benefit of the charity's work, and to this end presents the year's achievements under the headings of the seven key objectives and workstreams through which Circles UK currently meets its charitable purposes.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
6457347 (England and Wales)

Registered Charity number
1122641

Registered office
Abbey House
Abbey Square
Reading
Berkshire
RG1 3BE

Trustees
Mr S Bailey
Mr N Barnes Chair (appointed September 2024)
Ms J Carroll
Ms C Glennie Treasurer
Dr R Milner
Ms P Mullan (appointed January 2025)
Ms A Odedra
Dr C Pike Chair (resigned August 2024)

CEO/Company Secretary
Ms R Taylor

Independent Examiner
Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

PURPOSE, OVERVIEW AND OPERATING MODEL

Established in 2008, Circles UK leads the coordination and development of Circles of Support and Accountability across England and Wales. As the owner of the Circles brand and its Intellectual Property, Circles UK sets and upholds national standards through a robust Code of Practice and biennial audits of approved service Providers.

Each Circle comprises a small group of trained community volunteers who support a person with a conviction for a sexual offence or someone who has engaged in harmful sexual behaviour, referred to as the Core Member. Circles are designed to reduce risk by promoting social reintegration, accountability, and personal growth. Volunteers provide structured support around housing, social skills, and engagement in constructive activities while helping the Core Member recognise and manage behavioural triggers.

Circles are tailored to the individual and closely supervised by professional Coordinators. Where increased risk is identified, Circles collaborate with external agencies, including the Police and Probation, to ensure swift protective action.

This year, Circles UK marked a major milestone: more than 1,470 Circles completed since inception. Independent evaluations consistently show that Circles reduce reoffending and significantly improve the emotional wellbeing and stability of Core Members.

In addition to its national coordination efforts, Circles UK has continued to strengthen its international presence. The organisation met with representatives from Scotland, Northern Ireland, and New Zealand, who expressed interest in establishing Circles within their own country contexts. Our CEO currently serves as Chair of the CirclesEurope Association Board, further affirming our global leadership in reducing sexual harm.

As we reflect on another year of impact, Circles UK remains committed to safeguarding communities by fostering accountability, reducing stigma, and preventing further harm.

Vision, Mission and Values

In 2024/25, the Trustees and staff reviewed Circles UK's Values, Vision and Mission and revised these to be more descriptive of Circles UK's current position and strategic focus.

The Vision changed from 'No more Victims' to 'No more Victims of Sexual Abuse'.

The Mission statement was made clearer to better reflect Circles UK's role as follows:

To achieve our vision, we will:

- Ensure that Circles are provided across England and Wales, enabling the maximum number of perpetrators of sexual abuse to have the opportunity to benefit from a Circle.
- Support local Circles Providers to deliver Circles effectively as a powerful community-based approach to reducing sexual abuse and keeping communities safe.
- Quality assure the delivery of local Circles provision to ensure that they operate safely and to high standards.
- Continue to support and develop the evidence base of Circles to demonstrate their positive impact in reducing reoffending.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

PURPOSE, OVERVIEW AND OPERATING MODEL continued

The newly adopted Values reflect the organisation's evolving mission and are as follows:

- **We have Commitment and Hope** – We believe sexual abuse is serious, unacceptable and preventable and are dedicated to working in a way that fosters hope and supports these beliefs.
- **We have Respect** – We are committed to equity, diversity and inclusion. We value and show respect to everyone we interact with.
- **We are Reflective** – We value constructive feedback and open challenges, both within our team and in our collaborations with others.
- **We are Open and Transparent** – We openly discuss and challenge sexual harm, respecting the survivor's experience, and our work with perpetrators seeks to raise awareness and advocate for change.
- **We are Responsive** – We understand that trends in sexual abuse evolve, and our work must adapt to emerging forms of abuse, the latest research, and best practices in the field.
- **We have Integrity** – We uphold ethics and professionalism and base our work on research evidence.
- **We are Relational** – We collaborate with our beneficiaries, partners and stakeholders, believing that working together strengthens us and helps us achieve more.

This Trustees' Report reflects the operation of the Circles UK charity rather than the detailed activities of Circles Providers across England and Wales.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association incorporated on 19 December 2007 and amended on 13 October 2009 and 4 December 2015. It is constituted as a company limited by guarantee, as defined by the Companies Act 2006.

Recruitment, induction and training of Trustees

All new Trustees undertake an induction programme to ensure they are equipped with a thorough understanding of the organisation's mission, policies, and priorities. Induction briefings include key organisational information and outline the responsibilities and expectations of their role.

To support Trustees in fulfilling their duties, the charity allocates a dedicated development budget, which includes access to relevant training and professional development opportunities. Trustees receive updates on new Charity Commission guidance, and tailored training is arranged as needed.

Trustee recruitment combines open advertising with targeted outreach, reflecting the specialist and sensitive nature of our work. The aim is to maintain a skills-based Board that reflects the diverse needs of the organisation. Recruitment practices and Board composition are reviewed annually.

All Trustees must confirm their eligibility, complete a DBS check, and submit annual declarations of interest. Conflicts of interest are revisited at each Board meeting to ensure full transparency.

During 2024/25, the Chair of the Board of Trustees stepped down, and an existing Trustee assumed the position. As of 31 March 2025, seven Trustees were serving on the Circles UK Board.

Organisation and Membership

Circles UK maintains a strong network of service Providers through its Full Membership scheme, which includes all organisations across England and Wales that have formally committed to delivering Circles in line with the national Code of Practice. Full Members must meet strict eligibility requirements and demonstrate sustained compliance through biennial audits, ensuring the highest standards of quality and safety in Circle delivery.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Membership entitles Providers to a range of benefits, including access to the Circles UK trademarked brand and materials, media guidance, training and support, and participation in governance activities as outlined in the organisation's Memorandum and Articles of Association. Providers are actively engaged through regular meetings, working groups, briefings, and informal liaison - fostering a collaborative and accountable community of practice.

Circles UK also offers Associate Membership to organisations outside England and Wales or those providing adapted versions of the Circles model. While these members benefit from support and brand affiliation, they do not participate in governance.

As of 31 March 2025, Circles UK included six Full Member Providers delivering Circles throughout England and Wales, and two Associate Members based in Ireland and Scotland.

Governance and Risk Management

The Board of Trustees retains overall responsibility for Circles UK's strategic direction, governance, and compliance with financial and legal obligations. Key decisions are made during quarterly Board meetings, which are attended by the CEO, senior members of the operational team, and the Business/Office Manager, who supports the CEO in her role as Company Secretary. Day-to-day operations are delegated to the CEO on behalf of the Board.

Trustees also contribute through sub-committees and working groups focused on finance, income generation, sustainability and organisational risk. These groups conduct in-depth reviews and refer their recommendations back to the full Board for decision-making.

Strategic priorities are reviewed annually during the Trustees Away Day, chaired by the Board Chair. These priorities are documented in a two-year Strategic Plan and operationalised through an annual Business Plan, Budget, and Risk Register. These documents are regularly reviewed to ensure Circles UK remains responsive, accountable, and aligned with its mission.

The Finance Sub-Committee, chaired by the Treasurer, meets quarterly to oversee the charity's financial performance. It now incorporates the Audit and Risk function, enhancing the Board's oversight of organisational risk and projects of major strategic importance. Additional details are provided in Strategic Objectives 5 and 6.

Key strategic priorities:

Circles UK's primary focus throughout 2024/25 remained the continued support of Circles Providers as they entered the second year of the Ministry of Justice-commissioned Circles contracts. Further details on this strategic priority are outlined under Strategic Objective 1 later in this report.

In parallel, Circles UK continued to strengthen its organisational sustainability and financial resilience. The financial year concluded with a budget deficit of £26,138. This was created by the slow start of both Circles ReBoot and Faith Circles (as a result of Covid which delayed Circles ReBoot, and Core Member drop out due to the sensitivity of the Faith Circles project). As a result, funding that was committed for these two projects in previous years remained in Circles UK's Reserves. Now that both projects are back on track, we have increased spending in 2024–25 to return to the agreed delivery targets set with the Circles Providers responsible for implementing them. Therefore, the deficit does not indicate that Circles UK is operating at a loss - it simply reflects the catch-up in expenditure for previously committed funding.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Key strategic priorities continued:

As highlighted in the 2023/24 Annual Report, Circles UK has also taken deliberate steps to build its financial reserves. This strategy was prompted by notifications from three long-standing charitable funders that, due to shifts in their funding priorities, they would no longer support Circles UK. This development poses a medium- to long-term financial risk, which the organisation is actively working to mitigate.

Throughout the year, the Finance Sub-Committee maintained rigorous oversight of financial performance and risk management, with regular scrutiny provided by the full Board of Trustees.

Public Benefit

In fulfilling their governance responsibilities, the Trustees have given due regard to the Charity Commission's guidance on public benefit. This guidance has informed their review of Circles UK's aims and objectives, ensuring that the charity's strategic direction remains firmly rooted in its mission to protect communities and support rehabilitation. When assessing planned activities for the year, the Trustees considered how each initiative would deliver tangible public benefit and contribute to the charity's overarching goals. This approach reinforces Circles UK's commitment to transparency, accountability, and meaningful impact in all areas of its work.

Circles UK's focus most relates to the following objectives contained in the Charity Commission's guidance:

- a) To advance education and training, to relieve poverty and to promote and protect the good health of people who are likely to or who have committed offences, and the families of such persons affected by such offences in order to assist with the prevention of such offences, particularly sexual offences.
- b) To advance the public's education in the understanding of approaches to public protection and prevention of crime.

Reserves Policy

In response to the emerging risk of reduced charitable funding, as outlined above, the Trustees have remained firmly committed to a prudent financial strategy. This includes a continued focus on building and safeguarding the organisation's reserves, while maintaining tight control over expenditure. The Trustees' policy is to retain reserves equivalent to at least three months of operational costs, a target that was successfully met during the 2024/25 financial year.

Additionally, the organisation has costed the full financial requirements associated with an orderly closure, should such a scenario ever arise. These figures are reviewed annually by both the Finance Committee and the full Board of Trustees to ensure that the necessary reserves remain protected. To further support this objective, the reserves are held in a separate bank account that offers a higher rate of interest, helping to maximise their value over time.

Principal Funding Sources

Despite operating within an increasingly challenging funding landscape, Circles UK has continued to benefit from the generous support of charitable trusts and foundations, regular donors, and participants in our 'Friends Scheme'. This support is deeply valued by both the Trustees and staff, particularly given the ongoing difficulty in securing funding for work that involves individuals who have committed sexual offences - a field often burdened by stigma and punitive societal attitudes. Without this vital backing, our ability to deliver meaningful and impactful services would be significantly compromised.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

Principal Funding Sources (continued)

We are also grateful for the continued grant funding received from the Ministry of Justice and His Majesty's Prison and Probation Service (HMPPS). This grant remains Circles UK's principal source of income, and we extend our sincere thanks to the grant manager and other colleagues within the Ministry of Justice and HMPPS for their steadfast support and collaboration.

In addition, we wish to acknowledge and thank the many individuals who have contributed their time, skills, and expertise on a voluntary or pro-bono basis throughout the year. Their practical support has been instrumental in enabling Circles UK to sustain and strengthen its work, and we are truly appreciative of their commitment.

Besides these individuals the Trustees wish to thank specifically the following organisations:

AB Charitable Trust
The Mary Kinross Charitable Trust
Ministry of Justice / HMPPS
NPT UK
Porticus
The Tudor Trust

OVERVIEW OF STRATEGIC OBJECTIVES

The next section of the report details the main activities under Circles UK's strategic objectives.

OBJECTIVE 1: Address areas where geographical coverage of Circles has decreased and explore ways in which provision can be increased and/or reinstated

The Ministry of Justice / HMPPS contracts awarded to Circles Providers across nine Probation regions in England and Wales in 2023 marked a significant step forward in expanding Circles provision nationally. These contracts enabled broader geographic coverage and increased access to Circles for more service users (Core Members), thereby contributing to safer communities. However, as noted in the 2023/24 Annual Report, the initial rollout faced challenges, particularly due to a lower-than-anticipated volume of referrals, which prevented Providers from meeting their projected volume targets.

While referral rates and overall provision improved considerably during 2024/25, the lingering impact of the slow start in the previous year meant that delivery did not reach the levels originally envisaged under the Ministry of Justice contracts. This issue remains a key concern and is explored in greater detail under Strategic Objective 4, where we outline the concerted efforts made by both Circles UK and Circles Providers to address these challenges and prioritise sustainable growth in service delivery.

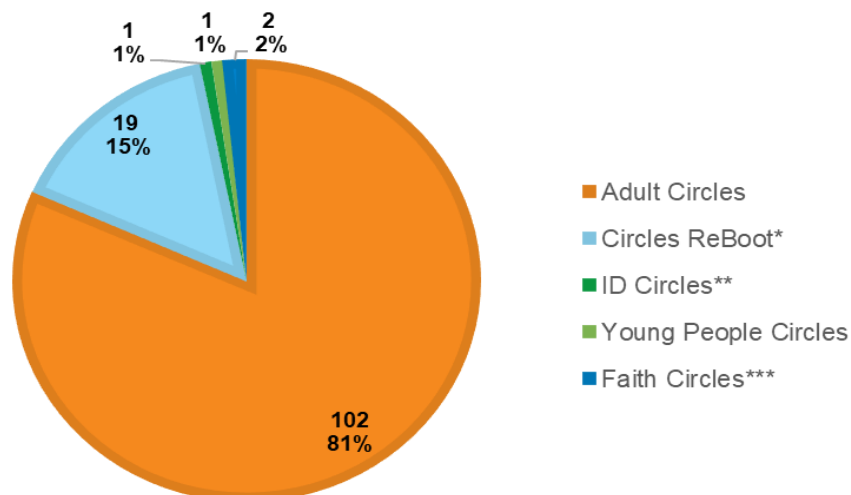
On a positive note, more Circles were started in 2024-25 than in the previous year (125 in comparison to 76 in 2023-24).

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 1 continued:

The following diagram shows the breakdown of the Circles that were started in 2024-25.

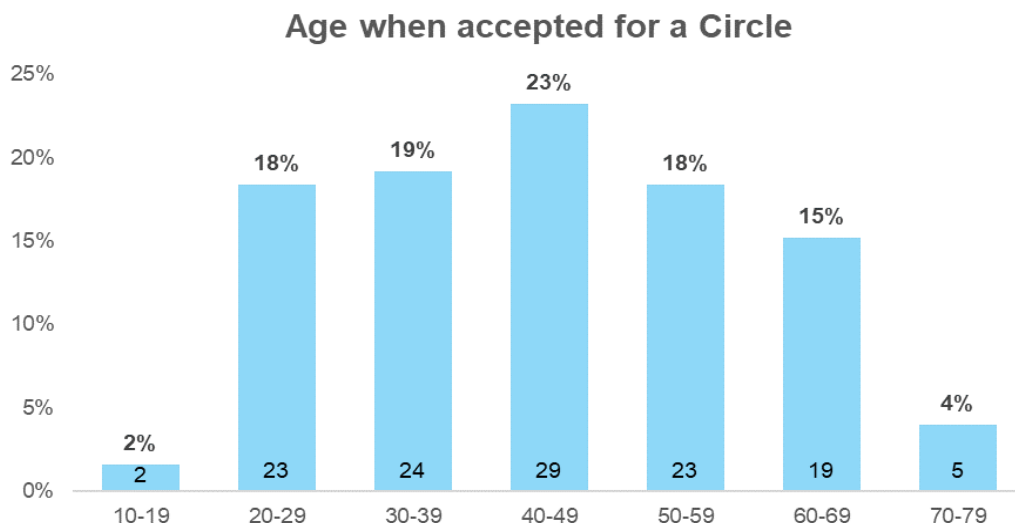


* Circles ReBoot is specifically for people who access Child Sexual Abuse and Exploitation Material (CSAEM).

** ID Circles are for People with Autism Spectrum Conditions, Intellectual Disability and/or Neurodivergence.

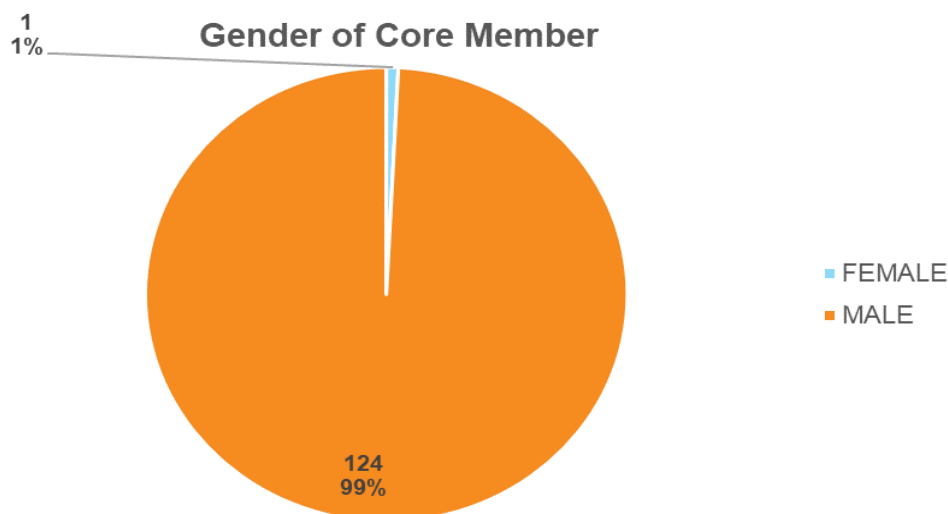
*** Faith Circles have an added element of faith which is shared by both the Core Member and the Volunteers.

In terms of the age profile of the Core Member in a Circle, the following is of interest:

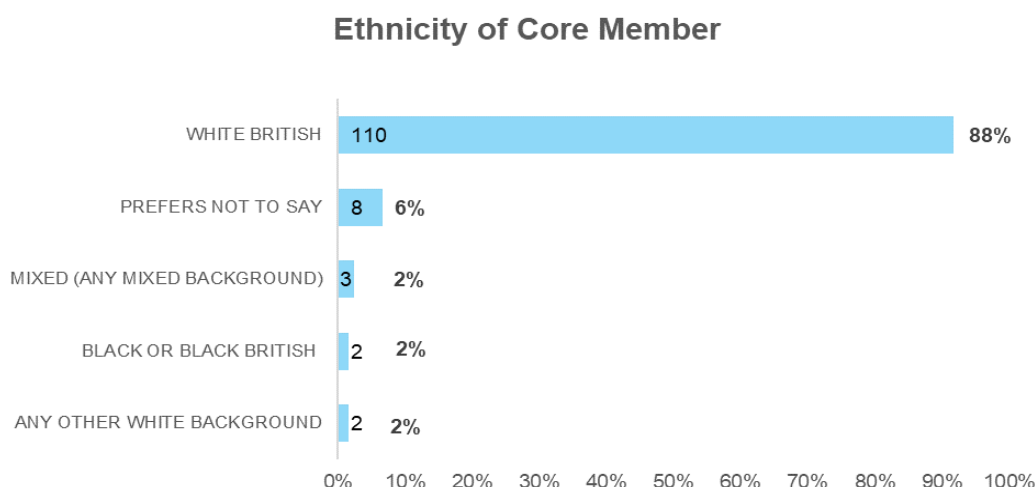


* Fewer younger people attended a Circle than the year before (39% in the age range 10 to 39 in comparison to 44% in 2023-24). The number of older people (age 40 to 79) increased to 60% of the total number attending a Circle (in comparison to 57% in 2023-24). Older people (over 40) represent the largest age group attending a Circle. The age profile for Circles Core Members remained older than for people committing other types of offences, where younger age groups tend to dominate.

OBJECTIVE ONE continued:



- * The percentage of males accessing a Circle has remained stable in comparison to the previous year. Only one person identified as female in 2024-25 and no one identified as 'Other'.

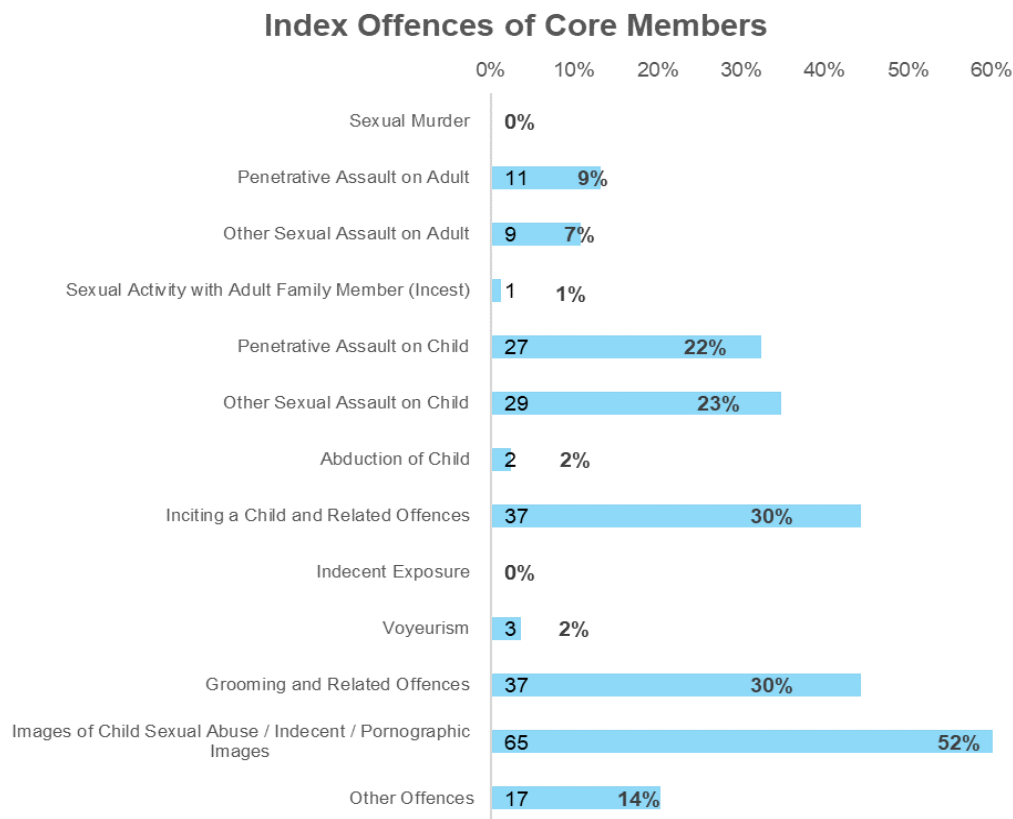


- * In 2024/25, the proportion of White British Core Members participating in Circles remained more or less the same as in 2023/24 at 88% (89% in 2023/24). The percentage of Black or Black British Core Members also remained similar (2% in comparison to 1% in 2023/24). Circles UK and its Providers are committed to ensuring that Circles are representative of the wider population. However, the demographic composition of Core Members is largely shaped by referral patterns, which predominantly originate from the criminal justice system.
- * As such, the ethnicity data within Circles reflects broader trends observed in the criminal justice system, where individuals convicted of sexual offences are disproportionately White British men. Notably, this pattern is unique to sexual offences; for most other offence categories, there is a documented overrepresentation of individuals from Black, Asian, and Minority Ethnic (BAME) backgrounds. These disparities highlight the complex intersection between ethnicity and offence type within the criminal justice system and underscore the importance of ongoing monitoring and dialogue around Police arrest practices, prosecution and sentencing trends and equitable access to rehabilitative services.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE ONE continued:



* The majority of offences committed by Core Members participating in Circles during 2024/25 involved crimes against children, including the viewing of child sexual abuse and exploitation material. It is important to note that some Core Members have committed offences across multiple categories.

The proportion of Core Members convicted for viewing illegal images remained consistent with the previous year, accounting for 52% (compared to 53% in 2023/24). Grooming and related offences continued their upward trend, rising from 3% in 2022/23 to 21% in 2023/24, reaching 30% in 2024/25. In contrast, incidences of indecent exposure declined sharply to 0%, from 7% the previous year.

Offences involving incitement of a child and related behaviours remained stable at 30%. Meanwhile, penetrative sexual assault against adults increased to 9%, and other forms of sexual assault against adults rose to 7% - up from 0% and 3%, respectively, in 2023/24.

These figures provide valuable insight into offence trends among Core Members and help inform the ongoing development of tailored support and risk management strategies within Circles.

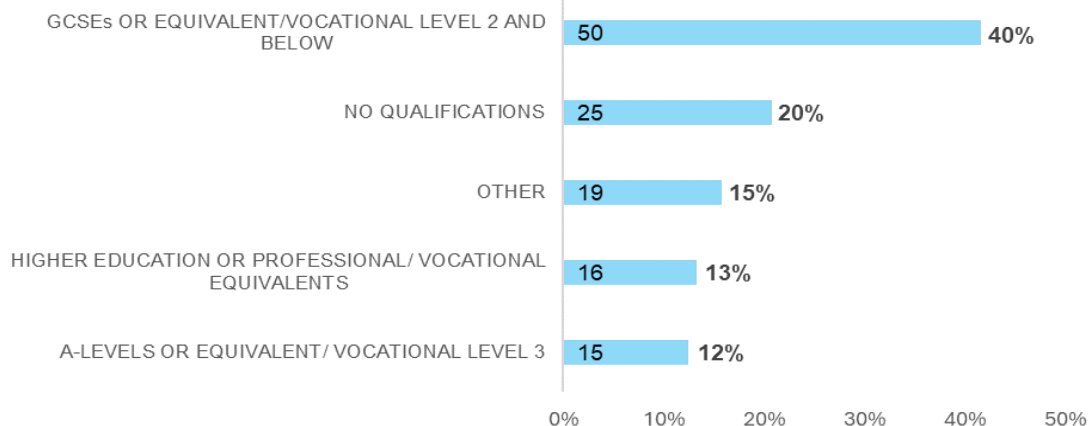
OBJECTIVE ONE continued:

Custodial Sentences of Core Members

Sentence Length	Number	Percentage
Life Sentence	4	3%
10 years or more	12	10%
6 to 9 years	15	12%
4 to 5 years	11	9%
1 to 3 years	21	17%

**Approximately half of the Core Members who completed a Circle in 2024/25 had served substantial custodial sentences for serious offences before commencing a Circle. This table underscores the gravity of those convictions and highlights the vital importance of providing consistent, long-term support through Circles. Such structured engagement plays a crucial role in fostering rehabilitation, accountability, and safer communities. However, it is also important to realise that almost the same percentage of Core Members received non-custodial sentences (49% in comparison to 51% with custodial sentences). This underscores the wide-ranging seriousness with which sexual offences are treated in judicial contexts.*

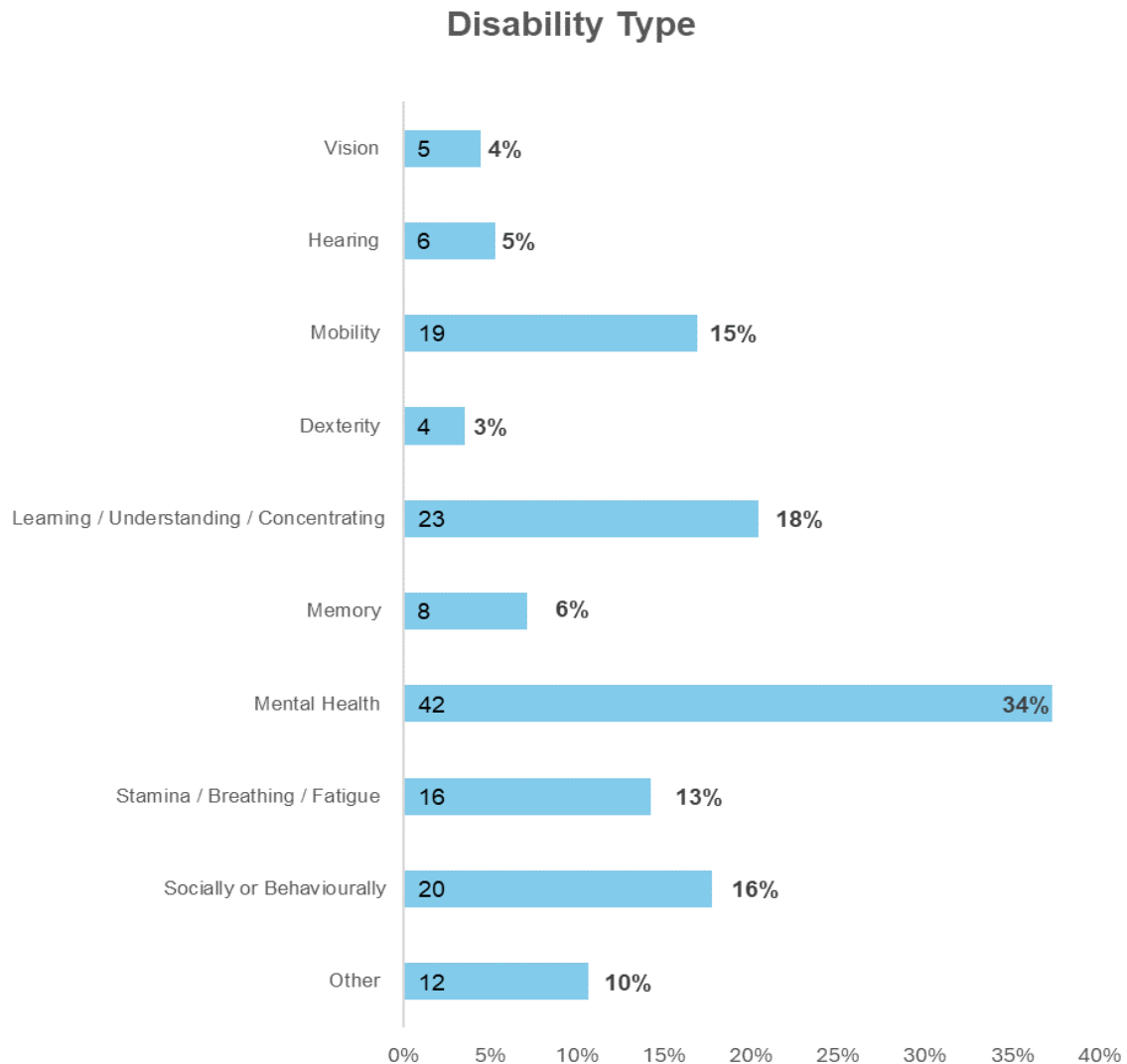
Qualifications of Core Members



** A significant proportion of Core Members accessing a Circle continued to face educational disadvantage. In 2024/25, 20% of Core Members reported having no formal educational qualifications, while 40% had achieved GCSEs or equivalent and below. These figures remained consistent with the previous year and highlight the ongoing need to consider educational background when developing support strategies and reintegration plans.*

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

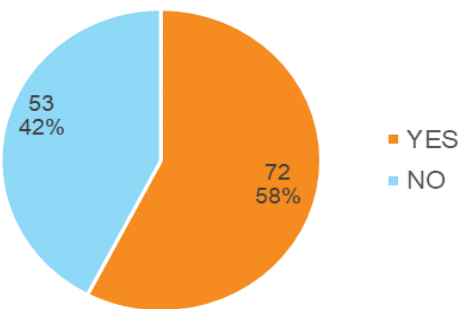
Report of the Trustees
for the Year Ended 31 March 2025



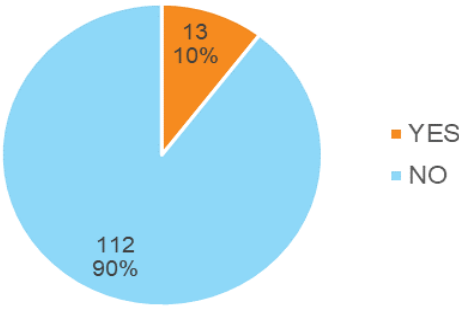
- * *The disability profile of Core Members remained similar to previous years, although the percentage with mental health and learning issues decreased from 61% in 2023-24 to 52% in 2024-25 and continued to remain the largest disability category for Core Members accessing a Circle.*

Relationships

Ever had a Stable Relationship?

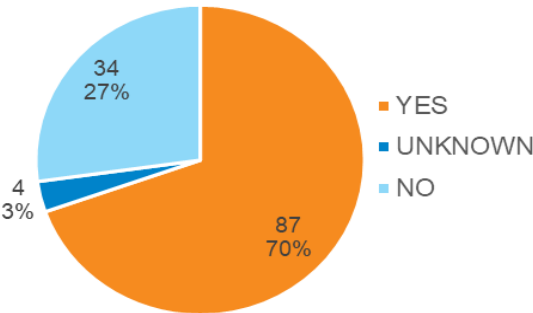


Currently in a Stable Relationship?



* Social isolation remains a significant challenge for the majority of Core Members. Many struggle to establish or maintain stable relationships, which can impact their reintegration and overall wellbeing. In 2024/25, 58% of Core Members reported having experienced a stable relationship at some point in the past, while 42% had never been in one. Notably, during their time on a Circle, 90% of Core Members reported not being in a stable relationship, underscoring the ongoing relational and emotional isolation faced by this group.

Family Contact

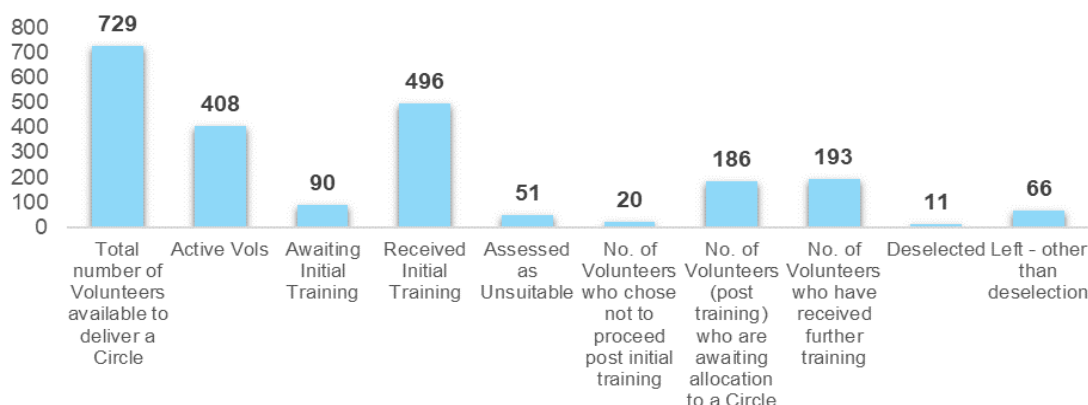


* 70% of Core Members reported having contact with their families whereas 27% had no contact.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

Volunteers



- * *Initial training is compulsory 16 hours of training that all Circle Volunteers have to undergo before they are able to start delivering Circles. Further / continuous training is provided by Providers to ensure Volunteers have ongoing professional development and the relevant skills to deliver Circles. Deselected refers to those Volunteers who are deemed not suitable to continue to participate in a Circle.*

OBJECTIVE 2: Re-launch and promote Circles to key stakeholders and partners

Amplifying Our Voice and Mission

Over the past year, Circles UK has continued to elevate the profile of Circles UK, Circle Providers, and the Circles model to deepen public understanding of the impact of sexual abuse and the critical importance of working with perpetrators to prevent further harm. Our efforts have focused on increasing visibility, fostering strategic partnerships, and advocating for evidence-based approaches to prevention.

Thought Leadership and Conference Engagement

We maintained a strong presence at international conferences and seminars, showcasing our work and engaging with leading voices in the field:

- At the PIER24 Tackling Online Harms International Conference, we presented early findings from Circles ReBoot.
- Circles UK participated in a Sextortion webinar and Working Group hosted by US-based Network Contagion Research Institute, contributing to global dialogue on emerging threats.
- Our CEO presented at the 2025 national MOSOVO conference on 4 March 2025, focusing on desistance and the importance of working with perpetrators of sexual and violent offences. The presence of delegates from 41 of the 43 Police areas underscored the growing national recognition of the importance of working with perpetrators to prevent further abuse.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 2 (continued)

Influencing Policy and Building Strategic Relationships

We continued to advocate at high-level inquiries and commissions, strengthening our influence and forging key partnerships:

- In July 2024, Circles UK was invited to present evidence to the Angiolini Inquiry, established in response to the murder of Sarah Everard. The Inquiry focuses on violence against women in public spaces. This was a pivotal opportunity to raise awareness of Circles and engage directly with officials from the Home Office, National Police Chiefs' Council, Welsh Government, College of Policing, and Lady Elish Angiolini herself.
- In December 2024, we met with Charlie Taylor, HM Chief Inspector of Prisons, to discuss the benefits of Circles, the vital role of Volunteers, and the robust evidence base supporting our work.
- In 2024, the Lord Chancellor and Secretary of State for Justice announced an Independent Review of Sentencing, led by former Lord Chancellor, the Rt Hon David Gauke. As part of the review, a public consultation was launched, inviting contributions from organisations and individuals. In response, Circles UK convened a dedicated sub-committee of Trustees and staff to develop a considered submission. To ensure a collaborative approach, the draft response was shared with Circles Providers, who were invited to offer feedback and suggestions. The final version was submitted in January 2025, reflecting a collective effort and shared commitment to shaping sentencing policy through informed dialogue.

Recognition and Innovation

Circles UK received national recognition for its innovative work:

- We were proud finalists in the 2024 Third Sector Charity Awards, shortlisted in the Best Service Innovation category for the Circles ReBoot pilot and evaluation. As one of only four organisations nominated in this category, this honour underscores the impact of our pilot, delivered in partnership with Circles South East and Circles South West.

Celebrating 30 Years of Circles

The promotional highlight of the year was the 30-Year Circles Celebration, held on 8 November 2024 at Friends House, London. Organised by Circles UK in collaboration with UK Circle Providers and CirclesEurope, the event brought together around 100 in-person attendees, with many more joining online.

- We celebrated three decades of Circles, honoured the pioneers of the movement, and reflected on our journey.
- We were privileged to welcome Revd Harry Nigh, founder of the first Circle in Canada, who delivered a powerful keynote address.
- Sir Terry Waite also spoke, offering an inspirational reflection on the restorative philosophy at the heart of Circles.
- Inspirational presentations showcased the remarkable breadth and diversity of Circles across the UK and Europe, highlighting the unique ways communities are embracing and adapting the model, whilst still maintaining the core principles of public protection, delivering with groups of Volunteers, involvement of the statutory agencies and community involvement.
- The event garnered significant media attention, including a feature by Libby Brooks in The Guardian, which was later highlighted in Clinks Light Lunch as the "Read of the Week."
<https://www.theguardian.com/society/2024/nov/19/public-understanding-paedophilia-not-improved-charity-circles-harry-nigh-boss>

Circles of Support and Accountability UK
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Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 2 (continued)

- Circles UK published an article in the March Edition of Probation Quarterly (For 30 years, we've been doing something incredible.... that no one wants to talk about). It is a magazine that is read widely in the criminal justice system by practitioners, researchers and others. Here is the link to the magazine:
<https://static1.squarespace.com/static/5ec3ce97a1716758c54691b7/t/67d1f8e2ef8b1535f8a67527/1741814754878/For+30+Years%2C+We%E2%80%99ve+Been+Doing+Something+Incredible.pdf>

Here are just some of the positive comments that were received as part of the event feedback:

- It was a wonderful experience to be part of such a fantastic, well organized, informative and humane event. I learned a lot and it gave me even more energy to keep working. The theatre performance was really touching. It comes to my head from time to time...and of course, the best part was to meet all of you in person.
- I especially enjoyed the presentations from Circles EU but also hearing from Circles Volunteers. And so many people to catch up with!! Priceless.
- What an inspiring day - it was brilliant! Delighted to be part of it. Very well done on marking this special anniversary and thank you to all involved.
- Congratulations on an informative and inspiring event on Friday – what a great day.
- It was lovely to be part of the day. I really enjoyed seeing so many people from the past and spending time with them again.
- I just wanted to extend a huge thank you for the invite to your event on Friday. The speakers, panels and performance pieces were truly inspiring. I'm more passionate than ever to shine a light on the important work you do.

Expanding Our Digital Presence

Circles UK continued to grow its social media reach across X, Facebook, and Instagram, and in 2024–25, we launched a LinkedIn account as well as Bluesky to further engage with professionals and stakeholders. While we remain cautious in our use of social media, these platforms are invaluable for:

- Promoting our work and impact.
- Countering misinformation about sexual abuse and perpetrators.
- Sharing relevant research and updates with the public to improve public awareness.

Responding to Public Need

Despite not operating an official helpline, Circles UK continued to receive calls and enquiries from a wide range of individuals. These contacts came from:

- Survivors and perpetrators of sexual abuse.
- Professionals seeking guidance and advice.
- Partners, family members, and friends of individuals who have committed sexual offences.
- Individuals experiencing sexual attraction to children who had not engaged in any criminal activity.
- People in acute distress, including those expressing suicidal thoughts following the discovery of their abusive behaviour.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 2 (continued)

The following table shows the breakdown of the main categories of individuals who contacted Circles UK:

CATEGORY OF INDIVIDUAL MAKING ENQUIRY	NUMBER
Professional needing information or advice	80
Prison Chaplain	2
Potential Volunteer	36
Potential Supporter	1
Person with harmful sexual behaviour who has committed a sexual offence	40
Family / Partner / Friend of someone who has committed a sexual offence	21
Student or Researcher	15
Media	5
Training enquiries	5
Other	42
TOTAL	247

- * *The majority of our enquiries (32%) came from Professionals needing advice, followed by people who had concerns about their own sexual behaviour and partners, family members or someone close to a person who had committed a sexual offence (25%).*

Delivering Specialist Training

Circles UK continued to deliver high-quality, specialist training to external organisations, enhancing their ability to work safely and effectively with individuals who pose a risk of sexual harm.

- A safeguarding refresher session was delivered to one organisation, reinforcing best practices in risk management and protective strategies to ensure safe engagement with vulnerable individuals.
- Tailored training was provided to a rehabilitation focused team, equipping staff with practical tools and approaches to engage confidently and safely with service users who present a risk of sexual harm.
- Training was also delivered to a network of organisations supporting veterans, focusing on raising awareness of sexual harm and developing effective methods for working with individuals who may pose a risk. These veterans often present with complex and overlapping needs, and the training aimed to build confidence and competence in navigating these challenges.
- Three one-day sessions were conducted with a charity primarily supporting victims of abuse. Recognising a growing number of service users who may also pose a risk to others, the organisation sought guidance in managing this dual dynamic. The training provided staff with tools and frameworks to support individuals compassionately while maintaining robust safety measures.

Each of our training programmes is rigorously evaluated to monitor participant experiences and drive continuous improvement. Feedback has been consistently positive, as reflected in the following comments:

- *"Participants were made to feel comfortable and so had the confidence to engage openly."*
- *"This was by far one of the best training workshops I have attended to support me in my job."*
- *"Session was run with structure and good use of breakout rooms to stimulate discussion. Although the topic is an extreme one the course content did not feel overwhelming."*

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 3: Develop new Circles programmes or ‘products’ which will enable new stakeholders or beneficiaries to come into the Circles ‘market’

3.1 Addressing the Rise of Online Child Sexual Abuse and Exploitation Material (CSAEM) through Circles ReBoot

The global prevalence of online Child Sexual Abuse and Exploitation Material (CSAEM) has reached alarming levels, contributing to an escalating crisis. Despite widespread underreporting, the production and circulation of abusive content continues to grow. Between 2019 and 2024, the Internet Watch Foundation (IWF) removed over one million webpages containing such material (IWF Annual Report, 2024), underscoring the scale of the problem.

In England and Wales alone, an estimated 850 to 1,000 men are arrested each month for CSAEM-related offences, spanning a wide range of professional backgrounds. Disturbingly, younger individuals are increasingly represented among perpetrators. Criminal justice agencies face significant resource constraints, limiting their ability to respond effectively. The severity of the material is also intensifying, with many cases involving children as young as 7. A substantial proportion of this content is self-generated, often under coercion, grooming, or financial manipulation — facilitated by the accessibility and anonymity of online platforms.

In response to this growing challenge, Circles UK developed a specialized programme – Circles ReBoot – in 2021. This initiative is tailored for individuals who access Child Sexual Abuse and Exploitation Material (CSAEM) and are assessed as lower risk, but whose risk may escalate without timely intervention. While these individuals may not meet the threshold for traditional Circles programmes, they often present with complex needs that require structured support.

Circles ReBoot offers a community-based approach that goes beyond mentoring. It provides a safe, supportive environment where Core Members — often socially isolated — can engage meaningfully with trained Volunteers. This interaction fosters accountability, reduces isolation, and encourages positive behavioural change. The programme adheres to the established Circles methodology, which has demonstrated success in reducing reoffending and promoting rehabilitation.

Pilot and Expansion

Circles ReBoot was piloted from 2021 to 2023 by Circles South East and Circles South West, with an independent evaluation confirming its effectiveness and recommending continuation. Following the incorporation of the evaluation recommendations, full implementation began in January 2024.

Circles South East and Circles South West continued to deliver Circles ReBoot, joined by Circles Providers Humbercare and Nepacs, who were trained by Circles UK. Ongoing training and support are provided for all new Circles Coordinators overseeing the programme, ensuring consistency and quality of delivery.

3.2 Continued Collaboration with the Catholic Church and Faith-Based Communities

We have continued our important work with the Catholic Church, delivering targeted training sessions to enhance safeguarding practices across various communities and launching the Faith Circles pilot and evaluation.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 3 continued:

Training with the Diocese of Northampton

This was delivered to individuals from the Northampton Diocese, including clergy and Parish Safeguarding Representatives and focused on increasing awareness of sexual harm and equipping participants to work effectively with individuals in their church communities who may pose a risk of harming others. We explored how to balance the imperative to protect everyone with the need to support those who pose a risk - recognising that access to faith can serve as a protective factor. The session was very well received, with positive feedback from the Safeguarding Coordinator.

Training with Religious Life Communities

A bespoke training session was organized in partnership with the Religious Life Safeguarding Service (RLSS) and attended by representatives from Religious Life Communities. Rather than focusing solely on sexual harm, this training addressed the broader theme of harm within community settings. We introduced the principles of Support and Accountability as a framework for managing harmful behaviour and creating safe, nurturing environments for all members.

Presentations at Catholic Church Safeguarding Conferences and Seminars

We were honoured to contribute to two key safeguarding events hosted by Catholic Church safeguarding bodies.

Religious Life Safeguarding Service (RLSS) Presentation: Supporting and Holding to Account

In partnership with RLSS staff, we co-presented a session focused on managing individuals within religious communities who may pose a risk of harm. The presentation offered:

- Practical strategies for supporting individuals safely while maintaining accountability.
- Guidance on risk assessment and management within faith settings.
- A framework for balancing pastoral care with safeguarding responsibilities.

This collaborative approach emphasized the importance of transparency, structured support, and community responsibility in safeguarding practice.

Catholic Church Safeguarding Standards Agency (CSSA) Coordinator Forum: Circles and Faith-Based Safeguarding

At the CSSA Coordinator Forum in Liverpool, we provided an engaging overview of our work, including:

- An introduction to Circles of Support and Accountability and their relevance to faith communities.
- Insights from our Faith Circles pilot, highlighting emerging learning and best practice.

Our presentation sparked meaningful conversations around how Circles can complement existing safeguarding frameworks and empower faith communities to play an active role in risk management and rehabilitation.

Progress with the Faith Circle Pilot

In January 2025, two pilot Faith Circles were started, delivered by Circles South East in collaboration with the Catholic Diocese of Northampton. While rooted in the established methodology of traditional Circles, Faith Circles introduce a unique dimension: a shared faith between the Core Member and the Volunteers. This spiritual connection offers an additional layer of support, potentially serving as a protective factor in the Core Member's journey toward desistance and reintegration. Alongside the launch of the pilot, a process evaluation was designed and initiated to assess the impact and effectiveness of this approach from the outset.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 3 continued:

3.3 Circles in Europe

Strengthening Circles partnerships across the continent

Over the past year, Circles UK continued to work closely with our European partners to expand and enhance Circles provision across the continent, under the umbrella of the CirclesEurope Association. Below is a summary of the year's key developments:

CirclesEurope General Meeting

The CirclesEurope General Meeting was held on 11 June 2024, with representation from nine member countries. As a registered entity in the Netherlands, CirclesEurope operates in accordance with Dutch regulations, and General Meetings are convened biennially to support governance and strategic development.

Following the formal meeting, a dedicated session was held for Circles Coordinators and Volunteers. This provided a valuable opportunity for participants to exchange ideas, share best practices, and reflect on the delivery of Circles across different national contexts. Now in its third iteration, this discussion forum continues to attract strong interest and engagement, underscoring its importance as a space for collaboration, learning, and peer support.

30-Year Celebration of Circles

As mentioned under Objective 2, the standout moment of the year was the 30-Year Celebration of Circles, co-hosted by Circles UK, Circles Providers in England and Wales and CirclesEurope. Our European colleagues provided a comprehensive overview of the development and expansion of Circles across the region. A standout segment focused on the growth of Circles in the Netherlands and Belgium, featuring an engaging presentation supported by well-received visuals and photographs that drew positive feedback from attendees.

A Volunteer from the Netherlands also shared their personal experience on the Volunteer Panel, offering a powerful perspective from the frontline. Meanwhile, a Board member from Spain contributed valuable insights to the Expert Panel, addressing the persistent stigma faced by organisations working with individuals who have committed sexual offences.

Study Visit and Knowledge Exchange

To maximise the opportunity for collaboration, the 30-Year Celebration was paired with a Study Visit, allowing Circles Providers from across Europe to connect with a UK Circles Provider in person and exchange best practices. We were delighted to welcome representatives from Latvia, Sweden, Norway, the Netherlands, Catalonia, and Spain and are grateful to Circles South East for contributing so much of their expertise to the event.

The visit featured a rich programme of contributions, including a moving session led by two Core Members who shared how their involvement in Circles has positively shaped their lives. We also appreciated the online presentation from the NSPCC, which highlighted their clinical assessment and treatment services for young people exhibiting harmful sexual behaviour.

Feedback from participants was overwhelmingly positive. Attendees gained valuable insights into Circles practice across different countries, explored diverse approaches, and exchanged ideas on Volunteer recruitment, supporting Core Members with complex needs, and strategies for sustainable growth.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 3 continued:

CirclesEurope Membership

Membership of CirclesEurope in 2024/25 remained strong, with nine European countries represented (UK, Ireland, Latvia, the Netherlands, Belgium, Spain, Catalonia, Norway, and Sweden) and eleven Circle Provider organisations holding full membership status.

The CirclesEurope Board

The Research and Evaluation Lead, Prof Kieran McCartan resigned from the Board in April 2024. Laura Negredo Lopez from Circles Spain joined the Board. At the end of 2024/25, there were four Board members and two voluntary members, representing the UK, the Netherlands, Belgium and Spain.

OBJECTIVE 4: Fulfil Circles UK's core leadership role and function towards the Circles Provider network

Supporting Circles Providers with the Implementation of the MoJ Nationally Commissioned Circles Contracts

In 2024–25, Circles UK remained firmly focused on delivering substantial support to both established and new Circles Providers as they entered the second year of the nationally commissioned Ministry of Justice (MoJ) Circles contracts. While significant progress was made in year two, several challenges persisted into year two, underscoring the ongoing need for collaborative problem-solving and strategic guidance.

Two key aspects continued to cause significant delivery difficulties, namely the contract payment mechanism and persistently low referral rates from Probation. Although referrals improved in year two, the low referrals in year one had a knock-on effect. Because the payment contract mechanism was linked to referrals, it resulted in significant financial losses for Circles Providers. Both Circles Providers and Circles UK stressed the need to extend the contracts beyond the initial two-year period to enable Providers to make up lost time, deliver their contract volumes and recoup funding.

Despite constructive engagement with MoJ officials, progress was hindered by external factors, including the July 2024 general election, purdah restrictions, the formation of a new government, and delays associated with spending review outcomes. In light of these prolonged delays, Circles UK formally escalated the issue in February 2025 by writing to the Lord Chancellor and Secretary of State for Justice. This intervention, alongside ongoing dialogue at national and local level, led to the confirmation of a contract extension into year three.

Supporting New Circles Providers through their Consolidation Reviews

Throughout 2024/25, Circles UK remained committed to supporting the growth and development of new Circles Providers. A dedicated Circles UK manager provided ongoing support, ensuring that each Provider had access to consistent advice, guidance, and operational insight as they navigated the early stages of delivery.

As part of this support framework, two newly accredited Providers underwent their Consolidation Reviews, an essential quality assurance process conducted within one year of achieving Circles UK membership. These Reviews are designed to assess whether a Provider's operational delivery of Circles aligns with the required standards and expectations set by Circles UK. The process not only reinforces best practice but also offers an opportunity for reflection, feedback, and continuous improvement.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees

REFERENCE AND ADMINISTRATIVE DETAILS

OBJECTIVE 4 continued:

In a Consolidation Review Report, the Circles UK Reviewer specifically commended one group of Volunteers for their clear and effective approach to risk management. She wrote: 'Other examples of note are during another Circle, Volunteers noticed that the Core Member was using XXX (a social media platform), which they knew was not permitted and consequentially, their rapid response to this concern, resulted in the Core Member being recalled. This demonstrates the Volunteers' and staff's understanding of the importance of risk management and swift, clear communication of any concerns that they observe, further adding to the overall risk management of the Core Member. Additionally, staff alerted Circles UK to both examples at the time of the concerns.'

Coordinators Forum

The annual two-day residential event for Coordinators facilitated by Circles UK was held in October 2024 at Conference Aston, Birmingham and attended by 14 Coordinators. Donald Findlater, who was the Director of Stop It Now with the Lucy Faithfull Foundation, delivered a thought-provoking presentation on the significant changes in the work of sexual harm since the start of his career. There was also an interesting presentation by Circles South West who talked about their HARP Programme (a strengths-based harm prevention initiative for un-convicted adults with a self-identified, enduring sexual attraction to children).

New Coordinators Training

Two days of training (one day face to face and one day online) for new Coordinators was delivered by Circles UK's National Development and National Quality Managers in September 2024.

OBJECTIVE 5: Continue to build the financial health and sustainability of Circles UK

Financial Reporting

Throughout the year, Circles UK maintained rigorous oversight of its financial activities via the Finance Sub-Committee. Regular reports were presented at each Board meeting, ensuring transparency and alignment with governance responsibilities. As noted in the introduction, the organisation closed the 2024-25 financial year with a deficit of £26,138.

Organisational Risk Management

The Finance Sub-Committee also fulfils the role of an Audit and Risk Sub-Committee, reviewing organisational risks at every meeting. These assessments are reported to the full Board. A formal Risk Register is in place which is reviewed regularly. In addition, the Finance Sub-Committee led the compilation of an organisational Risk Management Policy to enable Circles UK to identify, assess, manage, monitor and report all risks to ensure an efficient and effective integration of organisational risk management.

Donor and Funder Engagement

Maintaining strong relationships with existing funders and donors remained a strategic priority. We are grateful for their continued support. Key areas of focus included the MoJ's national commissioning of Circles and the development of new programmes - such as Circles ReBoot and Faith Circles to address diverse forms of sexual abuse. These initiatives not only meet critical societal needs but also aim to diversify income streams and strengthen the sustainability of the Circles model.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 5 continued

Financial Risks

As pointed out in the introductory section of this report, Circles UK experienced the loss of long-standing funders due to shifts in their strategic priorities. This ongoing risk underscores the importance of maintaining healthy reserves and prioritising income generation. Despite growing recognition of Circles' impact, securing funding for work with perpetrators of sexual abuse remains challenging. The broader voluntary sector continues to face reductions in both government and charitable funding, with increased competition further complicating fundraising efforts. To support financial planning, the Finance Committee annually reviews reports detailing grant income and potential shutdown costs.

Additional Areas of Focus

- Staff remuneration: The CEO annually recommends salary adjustments to the Board, with final decisions made collectively by Trustees.
- Financial Reporting improvements: The Treasurer, CEO, and Bookkeeper collaborated to enhance report consistency and accessibility. The Treasurer introduced visual financial summaries at Board meetings, which have supported greater clarity and understanding of financial matters among Trustees.

OBJECTIVE 6: Ensure sound governance, leadership and management of Circles UK

Board and Staff Changes

In August 2024, Dr Calvin Pike stepped down as Chair of Circles UK. We extend our sincere thanks for his leadership and contribution. Trustee Nigel Barnes was appointed as Chair, ensuring continuity and stability. There were no staff changes during this period.

Strategic Oversight and Board Engagement

Circles UK held five Board meetings during 2024/25, combining in-person and virtual formats. The Annual General Meeting was held in person on 8 December 2024, aligning with the 30-Year Circles Celebration event.

In 2025, Trustees convened for an in-person Away Day to review strategic objectives, assess risks and opportunities, and plan for the future. This session also focused on Board composition, skills, and succession planning. Outcomes from the Away Day informed the Strategic Plan, ensuring alignment with the external environment and governance priorities. Alongside the Strategic Plan, Circles UK maintains a detailed annual Business Plan and Risk Register, both of which are reviewed regularly. Staff performance objectives are derived from the Business Plan and assessed through annual appraisals. The CEO, Office/Business Manager, and operational staff attend Board meetings to facilitate regular engagement between Trustees and the wider team.

Vision, Mission and Values

Substantial work was undertaken to review and refresh Circles UK's Vision, Mission and Values. These updates are outlined in the introductory section of this report.

Governance Compliance

All statutory requirements were met, including filing of annual accounts and the Confirmation Statement to Companies House, submitting our annual return and accounts to the Charity Commission and registration with the Information Commissioner's Office. Circles UK's accounts underwent their annual independent inspection and were submitted on time.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

OBJECTIVE 6 continued:

Communication Strategy

In 2024/25, Circles UK commissioned a communications specialist to develop a comprehensive Communication Strategy and Action Plan. A workshop in May 2024 brought together Trustees and staff to identify key stakeholders, promotional opportunities, and reputational risks. This collaborative effort resulted in a detailed Communication Plan and Stakeholder Grid, complete with tailored messaging for each stakeholder group.

Safeguarding

Safeguarding remains a standing item at every Board meeting, with a designated Trustee providing oversight. One safeguarding incident was formally reported by a Circles Provider during the year. Following review, Circles UK was assured that the matter was managed with appropriate care and diligence. The response reflected a strong commitment to safeguarding and the integrity of service delivery.

OBJECTIVE 7: Continue to develop the evidence base to demonstrate the impact and effectiveness of Circles

A central priority for Circles UK is to ensure that all practice and programme development is grounded in robust evidence. Strengthening the evidence base for Circles remains a key area of focus, enabling us to continually demonstrate impact, uphold best practice, and contribute meaningfully to the wider field of evidence-based community rehabilitation. In 2024/25 the following received attention:

Leading the Research and Evaluation Committee

Circles UK continued to oversee the Research and Evaluation Committee which comprises of independent academics and Circles Provider representatives. In 2024-25, the Committee focused on the following initiatives:

- Considering how service user (Core Member) involvement could be strengthened in Circles including increasing their involvement in contributing to practice and policy development.
- Considering operational and practice considerations for Faith Circles and overseeing the Faith Circle process evaluation.
- One proposal from a PhD student involving research into Circles was received but was subsequently withdrawn.

Circles ReBoot Continuous Evaluation

In the last report, the findings of the Circles ReBoot pilot evaluation were extensively reported on. Since the roll out of post pilot Circles ReBoot commenced, we have continued to work with the independent evaluators, Profs Derek Perkins and Hannah Merdian on the design of outcome measures and a Theory of Change to enable ongoing and continuous evaluation of the programme.

MoJ Data Lab Circles Reconviction Study

Circles UK continued to work with the MoJ Data Lab on a reconviction evaluation of Circles. There was ongoing communication with the MoJ and the Data Lab to ensure that the research design was appropriate for Circles. In 2024/25 there was significant progress including the results of a power analysis. Power analysis is conducted prior to an evaluation to determine whether the sample size of the dataset available is large enough to detect a treatment effect, i.e., to detect whether there is a difference in reoffending rates between the group of individuals who participated in a programme and the comparison group who didn't.

This is an ongoing piece of work which with the first results expected to be available towards the end of 2025.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2025

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period.

In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINER

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) which the charitable company's examiner is unaware, and each Trustee has taken all the steps they ought to have taken as a trustee in order to make them aware of any information and to establish that the charitable company's examiner is aware of that information.

Independent Examiner

The examiner, Simon Porter FCA, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD

Nigel Barnes - Trustee
27 November 2025

**Independent Examiner's Report to the Trustees of
Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

I report to the trustees on my examination of the financial statements of Circles of Support and Accountability UK ("the charity") for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

27 November 2025

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2025

		2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total Funds £
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary income	2	293,483	80,000	373,483
Investment income	3	14,298	-	14,298
Total Incoming Resources		307,781	80,000	387,781
RESOURCES EXPENDED				
Cost of generating funds				
Fundraising trading: cost of goods sold				
and other costs		79,725	-	79,725
Governance costs		2,725	-	2,725
Other resources expended	4	209,307	122,162	331,469
Total Resources Expended		291,757	122,162	413,919
NET INCOMING RESOURCES		16,024	(42,162)	(26,138)
Total funds brought forward		522,422	49,747	572,169
TOTAL FUNDS CARRIED FORWARD		538,446	7,585	546,031

The notes form part of these financial statements

Balance Sheet
At 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Tangible assets	8	3,267	-	3,267	6,209
CURRENT ASSETS					
Debtors	9	18,112	-	18,112	19,772
Cash at bank and in hand		<u>606,335</u>	<u>7,585</u>	<u>613,920</u>	<u>569,044</u>
		624,447	7,585	632,032	588,816
CREDITORS					
Amounts falling due within one year	10	(89,268)	-	(89,268)	(22,856)
NET CURRENT ASSETS		<u>535,179</u>	<u>7,585</u>	<u>542,764</u>	<u>565,960</u>
NET ASSETS		<u>538,446</u>	<u>7,585</u>	<u>546,031</u>	<u>572,169</u>
FUNDS	11				
Unrestricted funds				538,446	522,422
Restricted funds				7,585	49,747
				<u>546,031</u>	<u>572,169</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 27 November 2025 and were signed on its behalf by:

Nigel Barnes - Trustee

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Cash Flows
for the Year Ended 31 March 2025

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Cash flow from operating activities				
Net income per SOFA	16,024	(42,162)	(26,138)	36,439
Less: Investment income	(14,298)	-	(14,298)	(10,375)
Add back depreciation	2,942	-	2,942	3,346
Decrease/(increase) in debtors	1,660	-	1,660	9,761
Increase in creditors	66,412	-	66,412	(12,428)
	<u>72,740</u>	<u>(42,162)</u>	<u>30,578</u>	<u>26,743</u>
Cash flows from investing activities				
Capital expenditure	-	-	-	(1,265)
Investment income	14,298	-	14,298	10,375
	<u>14,298</u>	<u>-</u>	<u>14,298</u>	<u>9,110</u>
Net increase/(decrease) in cash:	87,038	(42,162)	44,876	35,853
Total cash as at 1 April 2024	<u>519,297</u>	<u>49,747</u>	<u>569,044</u>	<u>533,191</u>
Total cash as at 31 March 2025	<u><u>606,335</u></u>	<u><u>7,585</u></u>	<u><u>613,920</u></u>	<u><u>569,044</u></u>

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements
for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historic cost convention.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its

Office equipment	- 33% straight line
Fixtures and fittings	- 25% reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

For the Year Ended 31 March 2025					2025 £	2024 £
2. VOLUNTARY INCOME						
Gift aid donations					3,163	5,228
Donations					8,241	3,422
Grants					333,808	394,182
Subscriptions					1,240	2,236
Sales income					27,031	21,570
					<u>373,483</u>	<u>426,638</u>
Grants received, included in the above, are as follows:						
Grants to restricted funds (see note 11)					80,000	100,000
Other grants					253,808	294,182
Total grants					<u>333,808</u>	<u>394,182</u>
3. INVESTMENT INCOME						
Deposit account interest					<u>14,298</u>	<u>10,375</u>
4. SUPPORT COSTS						
	Management £	Finance £	Other £	Totals £		
Other resources expended	<u>328,535</u>	<u>(8)</u>	<u>2,942</u>	<u>331,469</u>		
5. NET INCOMING RESOURCES						
					2025 £	2024 £
Net resources are stated after charging:						
Depreciation - owned assets					<u>2,942</u>	<u>3,346</u>
6. TRUSTEES' REMUNERATION AND BENEFITS						
There were no trustees' remuneration or other benefits for the year ended 31 March 2025 (2024 - nil).						
Trustees' expenses						
Trustees' expenses reimbursed during the year ended 31 March 2025 amounted to £4,148 (2024 - £2,019).						
					2025 £	2024 £
7. STAFF COSTS						
Wages and salaries					207,258	206,991
Social security costs					17,325	15,824
Other pension costs					16,581	15,570
					<u>241,164</u>	<u>238,385</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

8. TANGIBLE FIXED ASSETS

Plant and
machinery etc
£

COST

At 1 April 2024	32,266
Additions	-
At 31 March 2025	<u>32,266</u>

DEPRECIATION

At 1 April 2024	26,057
Charge for year	2,942
At 31 March 2025	<u>28,999</u>

NET BOOK VALUE

At 31 March 2025	<u>3,267</u>
At 31 March 2024	<u>6,209</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

2025 2024
£ £

Debtors	11,719	11,960
Prepayments	<u>6,393</u>	<u>7,812</u>
	<u>18,112</u>	<u>19,772</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	3,167	11,259
Pensions	3,989	3,786
PAYE and NI	5,125	5,839
Deferred income	75,000	-
Accrued expenses	1,269	1,254
Other creditors	<u>718</u>	<u>718</u>
	<u>89,268</u>	<u>22,856</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

11. MOVEMENT IN FUNDS

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Restricted Funds				
National Philanthropic Trust	49,747	80,000	122,162	7,585
Total Restricted Funds	49,747	80,000	122,162	7,585
Unrestricted funds	522,422	307,781	291,757	538,446
TOTAL FUNDS	572,169	387,781	413,919	546,031

12. GUARANTEE

The members of the company have agreed to contribute £1 each to the assets of the company in event of it being wound up.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	2025 £	2024 £
INCOMING RESOURCES		
Voluntary income		
Gift aid donations	3,163	5,228
Donations	8,241	3,422
Grants	333,808	394,182
Subscriptions	1,240	2,236
Sales income and commission received	27,031	21,570
	<u>373,483</u>	<u>426,638</u>
Investment income		
Deposit account interest	14,298	10,375
TOTAL INCOMING RESOURCES	<u><u>387,781</u></u>	<u><u>437,013</u></u>
RESOURCES EXPENDED		
Fundraising trading: cost of goods and other costs		
Purchases	79,725	73,396
Governance costs		
Accountancy	2,725	2,557
Support costs		
Management		
Wages	207,258	206,991
Social security	17,325	15,824
Pensions	16,581	15,570
Insurance	3,034	2,790
Light and heat	3,153	2,117
Telephone	2,331	2,002
Postage and stationery	568	437
Rent and services	20,870	20,590
Consultancy fees	-	5,430
Legal and professional fees	4,254	9,426
Life assurance	2,711	2,663
Travel and subsistence	10,608	10,275
Books and periodicals	-	524
Carried forward	<u>288,693</u>	<u>294,639</u>

This page does not form part of the statutory financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	2025 £	2024 £
Management		
Brought forward	288,693	294,639
Equipment maintenance	-	-
Computer consumables	7,757	8,328
Office expenses	6,539	659
Meeting costs	18,118	4,614
Subscriptions	1,895	1,162
Staff welfare and training	572	1,013
Training Costs	1,189	7,094
Repairs & renewals	-	211
Cleaning	3,772	3,465
	<u>328,535</u>	<u>321,185</u>
Finance		
Bank charges	(8)	90
Other		
Depreciation	2,942	3,346
TOTAL RESOURCES EXPENDED	<u>413,919</u>	<u>400,574</u>
NET INCOME	<u>(26,138)</u>	<u>36,439</u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: 6457347 (England and Wales)

REGISTERED CHARITY NUMBER: 1122641

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2024
for**

**Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

**Contents of the Financial Statements
for the Year Ended 31 March 2024**

	Page
Report of the Trustees	1 to 21
Independent Examiner's report	22
Statement of Financial Activities	23
Balance Sheet	24
Statement of Cash Flows	25
Notes to the Financial Statements	26 to 29
Detailed Statement of Financial Activities	30 to 31

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005, and the accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared mindful of the need to demonstrate the public benefit of the charity's work, and to this end presents the year's achievements under the headings of the seven key objectives and workstreams through which Circles UK currently meets its charitable purposes.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
6457347 (England and Wales)

Registered Charity number
1122641

Registered office
Abbey House
Abbey Square
Reading
Berkshire
RG1 3BE

Trustees	
Mr S Bailey	
Mr N Barnes	
Ms J Carroll	
Dr C Pike	Chair
Dr R Milner	
Ms P Mullan	Resigned December 2023
Mr G Williams	Resigned December 2023
Mr J Wilson	Treasurer Resigned December 2023
Ms Christiane Glennie	Treasurer Appointed December 2023
Ms Asha Odedra	Appointed December 2023

CEO/Company Secretary
Ms R Taylor

Independent Examiner
Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

PURPOSE, OVERVIEW AND OPERATING MODEL

Circles UK's vision is of 'no more victims'. Its mission is to enhance community safety by working with individuals who have sexually abused others, and are at risk of doing so again, to self-manage inappropriate thoughts and behaviours, reintegrate safely into society and lead responsible lives.

Circles UK was established in 2008 to oversee the provision of Circles of Support and Accountability ('Circles') in England and Wales and owns the Circles brand and Intellectual Property Rights. Organisations which run Circles must become members of Circles UK and operate within the requirements of a Code of Practice. These Circles 'Providers', as they are known, are subject to biennial audits by Circles UK to ensure that quality and safety standards are maintained.

A Circle is a group of Volunteers from a local community which form a Circle around a person with a conviction for a sexual offence or who has engaged in harmful sexual behaviour. This person is referred to as the 'Core Member'. Each Circle consists of four to six Volunteers and a Core Member. The Circle aims to provide a supportive social network that also requires the Core Member to take responsibility (be 'accountable') for their ongoing risk management. The Circle can also provide support and practical guidance in such things as developing their social skills, finding suitable accommodation, or helping the Core Member to find appropriate hobbies and interests. While helping the Core Member to settle into the community, the Volunteers also assist them in recognising patterns of thought and behaviour that could lead to their reoffending. Within it, the Core Member can grow in self-esteem and develop healthy adult relationships, maximising their chances of successfully reintegrating into the community and living a positive offence free life.

Volunteers are closely managed and supervised by professional Coordinators who are employed by Circles Providers. The Core Member is involved from the beginning, is included in all decision making and, like all other members of the Circle, signs an agreement committing him or herself to the Circle and its aims. Each Circle is unique because it is individually designed around the needs of the Core Member. Should the Core Member show signs that they may be at risk of reoffending, the 'Inner Circle' of Volunteers will work with Police, Probation Service and other statutory services who provide the 'Outer Circle', who may take action to protect the public.

The Circle seeks to prevent further sexual abuse by reducing stigma and social isolation; factors known to be strongly associated with sexual recidivism. The Circle focuses on a person's 'positives' and 'strengths' and seeks to support him/her to access safe social outlets and opportunities, avoid dangerous and enabling situations and behaviours and manage day to day challenges. In so doing the Circle serves to help reduce the risk of reoffending associated with alienation and the attendant risk of harm to existing and potential victims.

Since 2008 more than 1,330 Circles have completed successfully. Evaluation studies have consistently shown that Circles play a crucial role in supporting the risk management of individuals convicted of sexual offences, increase emotional wellbeing of Core Members, assist them in forming appropriate relationships, help them engage in meaningful activities and support them to find and retain suitable accommodation, all factors that are known to reduce reoffending. Circles provide a significant contribution in helping to reduce sexual abuse.

Circles UK advocates and raises awareness of the importance of providing support to people who sexually harm others to address the root causes and prevent further victims. As a recognised authority in this area of work, over the past sixteen years, we have also trained and helped set up Circles programmes in Australia, Belgium, Bulgaria, Ireland, Latvia, the Netherlands, Scotland, Catalonia, Spain and others. The Circles UK CEO currently chairs the CirclesEurope Association Board.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

Circles UK's key values are:

- **Safety** - We work towards the objective of 'no more victims'.
- **Responsibility** - Holding individuals and organisations to account for their actions.
- **Inclusiveness** - Managing risk through inclusion not exclusion.
- **Community involvement** - Recognising the importance of community involvement.
- **Growing and learning** - Recognising that with necessary support and challenge, people have the ability to grow, learn and change their behaviour.
- **Individuality and respect** - Treating people with humanity and respect.

This Trustees' Report reflects the operation of the Circles UK charity rather than the detailed activities of Circles Providers across England and Wales.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association incorporated on 19 December 2007 and amended on 13 October 2009 and 4 December 2015. It is constituted as a company limited by guarantee, as defined by the Companies Act 2006.

Recruitment, induction and training of Trustees

All new Trustees are required to complete an induction programme. Briefings on key policies, priorities and projects are provided as well as organisational information and expectations relating to their duties as Trustees. The charity provides a designated budget for Trustees to assist in the fulfilment of their responsibilities, which includes funding for Trustee development. Charity Commission guidelines and new requirements are shared with Trustees and training is arranged where required.

Recruitment of Trustees is through open advertising as well as head hunting (due to the specialist and sensitive nature of the organisation's work) and seeks to ensure a skills-based Board that best represents the needs of the organisation. This is reviewed annually. Trustees make a declaration of eligibility to serve as a Trustee and complete a DBS check. Declarations of interest are updated and signed annually, and declarations of interest are also asked for at each Board meeting.

In 2023-24 three Trustees resigned and two new Trustees were appointed. At the end of March 2024 there were seven Trustees serving on the Circles UK Board.

Organisation and Membership

Full Membership of Circles UK includes all local or regional Circles of Support and Accountability Providers, as organisations, which have formally agreed to deliver Circles in accordance with the Circles UK national Code of Practice and demonstrated that they meet the other membership eligibility requirements, in England and Wales. This membership provides a range of entitlements, on payment of a membership fee, including use of the Circles UK trade marked logo and brand materials, media support, regular training and support and engagement in the charity's governance procedures as defined in its Memorandum and Articles of Association. Providers have to demonstrate a high standard of compliance to maintain membership of Circles UK and are subject to biennial compliance audits to ensure that quality and safety standards are maintained. There is regular liaison and consultation with Providers through meetings, working parties, briefings and informal liaison.

Report of the Trustees
for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

An additional category Associate membership is available for organisations operating Circles outside England and Wales, and for those providing a similar service but not one recognised by Circles UK as Circles of Support and Accountability. This is likely to be an adaptation of the Circles model, applied to another service user group or a Circle Provider that operates in a different legal jurisdiction. These membership categories provide some entitlements, but no formal engagement in the governance of the overarching organisation.

By the end of the financial year 2023-24 there were six Full Member Providers providing Circles across England and Wales and two Associate members (one in Ireland and one in Scotland).

Governance and Risk Management

Decisions on strategic direction, key policies, financial and legal requirements and governance are taken at Trustees meetings. Some Board members also participate in sub-committees and working groups, which consider in detail such matters as finance, income generation, sustainability, brand architecture and organisational risk, referring to the main Board for decision. Trustees' meetings are held at least four times a year and are attended by the CEO, senior members of the operational team and the Circles UK Business / Office Manager (who assists the CEO in her role as Company Secretary). Day-to-day management of the charity is delegated by the Trustees to the CEO.

Trustees fully recognise and execute their responsibilities in identifying and managing the organisation's strategic priorities, which are reviewed annually at a Trustees Away Day, led by the Chair. Strategic priorities are captured in a two-year Strategic Plan which translates into an annual Business Plan, Budget and organisational Risk Register. The Board of Trustees also ensure that appropriate policies and controls are in place. The Business Plan and Risk Register are regularly reviewed to ensure organisational performance is monitored and risks to both Circles UK and the network of Circles Providers are appropriately identified and managed. The Finance Sub-Committee is chaired by the Treasurer and meets quarterly to monitor financial matters. It has incorporated the Audit and Risk function to provide the Board with enhanced scrutiny of strategic and key organisational risks, as well as projects that are of major strategic significance. More information is provided in the next section under strategic objectives 5 and 6.

Key strategic priorities:

In the last Annual Report, it was reported that the Ministry of Justice (MoJ) took forward the decision to commission national contracts for Circles provision and despite significant delays, contracts were awarded at the end of March 2023 in nine Probation regions of England and Wales. This has resulted in more Circles Providers and more Core Members who are able to access a Circle, making our communities safer.

Circles UK continued to grow the organisation's sustainability and financial health. It ended the 2023-24 financial year on a surplus to budget of £36,439 which is extremely positive. This was largely the result of delays to some projects (Circles ReBoot and Faith Circles) as well as the knock-on effect on Circles UK of the delay of the implementation of the MoJ Circles Provider contracts. The delays meant that Providers had to make up time and focus all their attention on getting the contracts on track which meant they had limited capacity for other project work in collaboration with Circles UK. As a result, some spending that was supposed to happen in 2023-24 had to be deferred to 2024-25. However, as this represents expenditure for specific projects, the funding has been kept in Circles UK's reserves for use in 2024-25. There has also been a deliberate attempt by Circles UK to increase its reserves due to having been informed by three long standing charitable funders that due to a change in their priorities, they would no longer fund Circles UK. This has presented a longer-term financial risk for the organisation.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Key strategic priorities continued:

There was continuous close oversight of the organisation's financial and risk management by the Finance Sub-Committee and scrutiny by the full Board of Trustees.

Public Benefit

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and considered how planned activities will contribute to those objectives.

Circles UK's focus most relates to the following objectives contained in the Charity Commission's guidance:

- a) To advance education and training, to relieve poverty and to promote and protect the good health of people who are likely to or who have committed offences, and the families of such persons affected by such offences in order to assist with the prevention of such offences, particularly sexual offences.
- b) To advance the public's education in the understanding of approaches to public protection and prevention of crime.

Reserves Policy

Due to the emerging risk of loss of charitable funding highlighted above, the Trustees continued to be committed to maintaining a prudent approach to building financial reserves and ensuring expenditure is well controlled. The Trustees' ongoing intention is to hold reserves of at least three months operational funding and have continued to achieve that in the 2023-24 financial year. In addition, the full costs that would be required in the unfortunate event of having to shut down the organisation are costed and reviewed at least annually by the Board of Trustees to ensure that the required reserves are left protected and kept in a separate bank account.

Principal Funding Sources

Despite the diminishing funding environment within which Circles UK and Circles Providers operate, we are grateful that we have continued to benefit from the support and partnership of a number of charitable trusts and foundations as well as regular donors and our 'Friends Scheme'. This is valued by the Trustees and staff as it is extremely difficult to raise funding for our work due to the stigma that is often attached to working with perpetrators of sexual abuse. Without this support we would not be able to do the valuable work we do.

We are also very grateful for the grant we have continued to receive from the MoJ/His Majesty's Prison and Probation Service (HMPPS). This grant income currently represents Circles UK's primary income, and we remain extremely grateful to the grant manager and other Ministry of Justice/HMPPS colleagues for their continuous support.

We also want to express our appreciation for the Circles UK pro bono and other volunteers and individuals, who have provided practical help through their time and expertise over the year in a variety of ways. Besides these individuals the Trustees wish to thank specifically the following organisations:

AB Charitable Trust	NPT UK
Esmée Fairbairn Foundation	Porticus
The Mary Kinross Charitable Trust	The Tudor Trust
Ministry of Justice / HMPPS	

OVERVIEW OF THE 2023-2024 STRATEGIC OBJECTIVES

The next section of the report details the achievements under Circles UK's strategic objectives which are contained in its Strategic Plan 2022-2024.

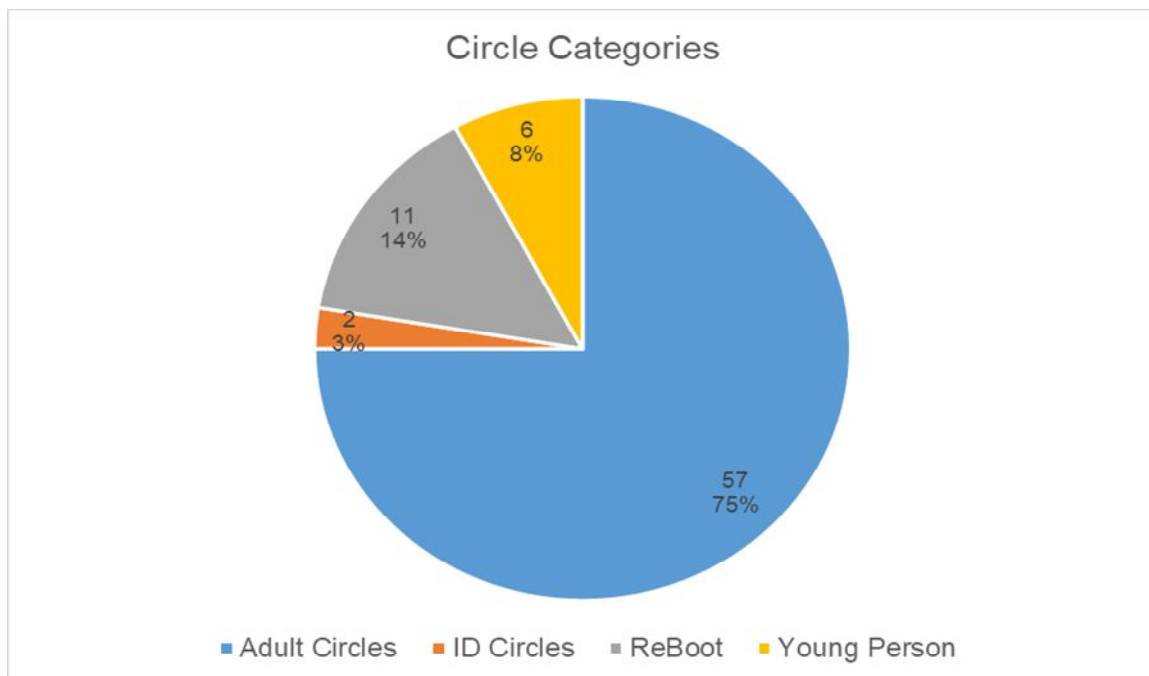
OBJECTIVE 1: Address areas where geographical coverage of Circles has decreased and explore ways in which provision can be increased and/or reinstated

The MoJ contracts that were awarded to Circles Providers in nine Probation regions in England and Wales in 2023 had a slow start due to a number of issues related to referral criteria being too narrow, resulting in too few referrals, financial challenges for Providers due to the way in which the payment mechanism was designed and inconsistent approaches from HMPPS contract managers in the various regions. Circles UK met regularly with the Provider network to identify the difficulties that were experienced by all Providers and communicated with the MoJ to advocate for solutions for the issues. Although Circles provision has increased in the last year, it is still not at the level that it should be in relation to the expected volumes of the MoJ Circles contracts.

More Circles were started in 2023-24 than in the previous year (76 in comparison to 59). In addition, another 71 Circles were still running from 2022-23, totalling 147 (some Circles progress to Phase two which can extend the Circle to eighteen months).

There were 271 initial referral enquiries which resulted in 101 actual referrals. The reason that not all initial referral enquiries result in actual referrals is due to a range of factors such as Core Member unsuitability for a Circle and changes in circumstances of a Core Member.

The following diagram shows the breakdown of the Circles that were started in 2023-24:



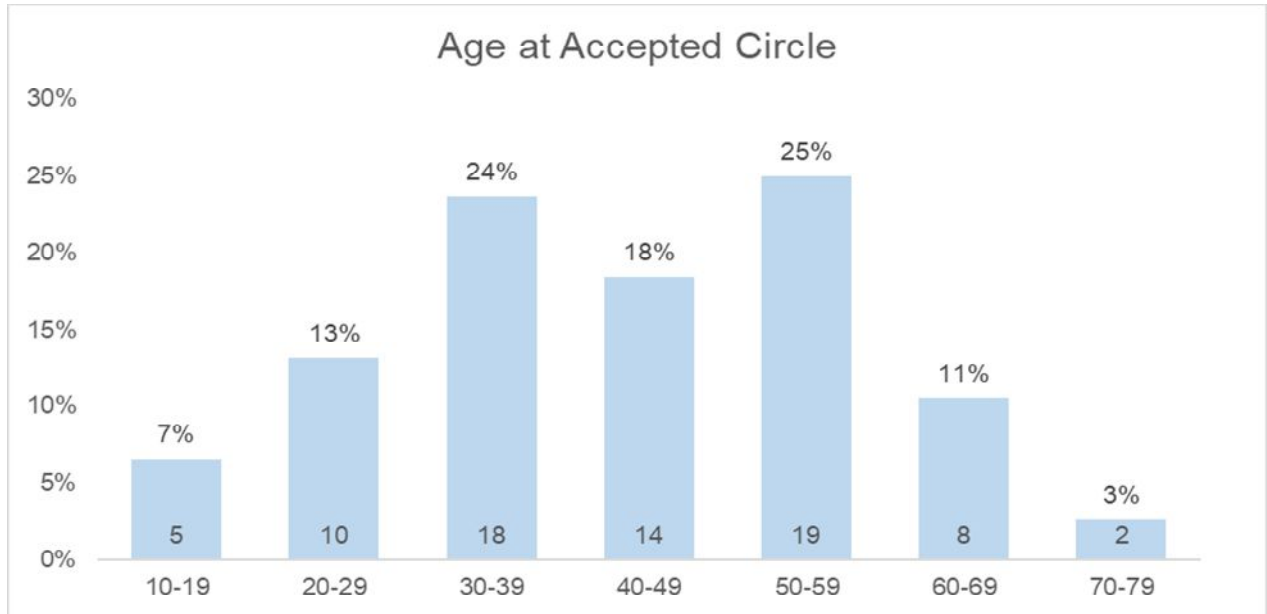
- * Circles ReBoot are specifically for people who access Child Sexual Exploitation Material (CSEM)
- * ID Circles are Intellectual Disability Circles

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

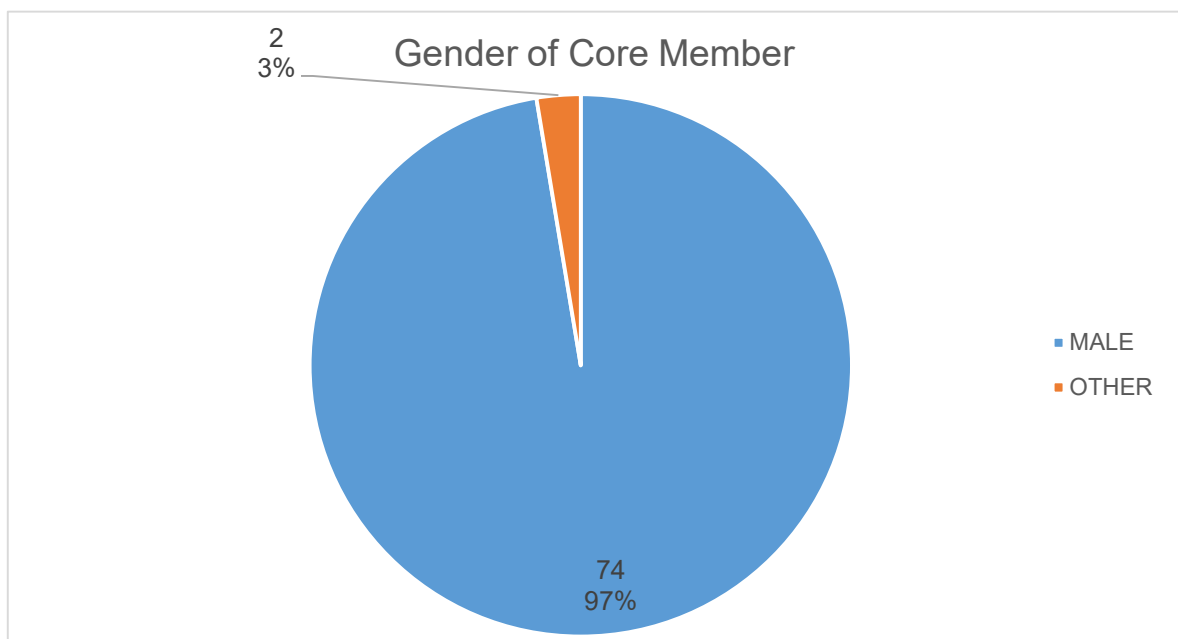
Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE ONE continued:

In terms of the profile of the Core Member in a Circle, the following is of interest:



- * Fewer younger people attended a Circle than the year before (44% were in the age range 10 to 39 in comparison to 47% in 2022-23). The number of older people (age 40 to 79) represented 57% of the total number of people who attended a Circle. The age profile for Circles Core Members remained older than for people committing other types of offences, where younger age groups tend to dominate.

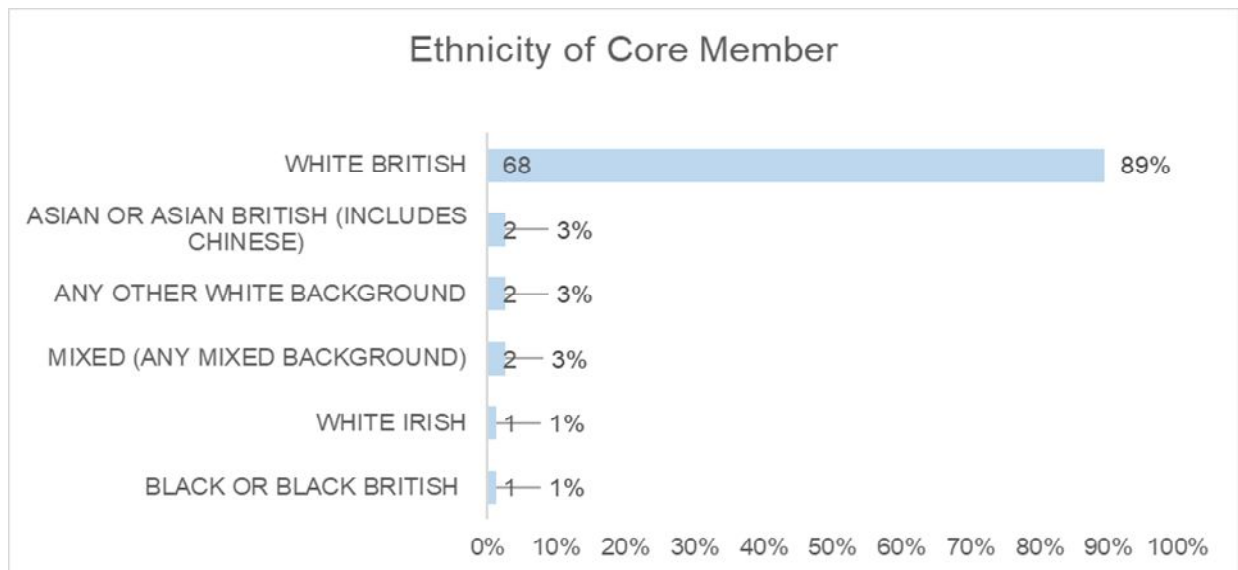


- * The percentage of males accessing a Circle has remained stable in comparison to the previous year. However, no one in 2023-24 on a Circle identified as female but 2 people identified as 'Other'.

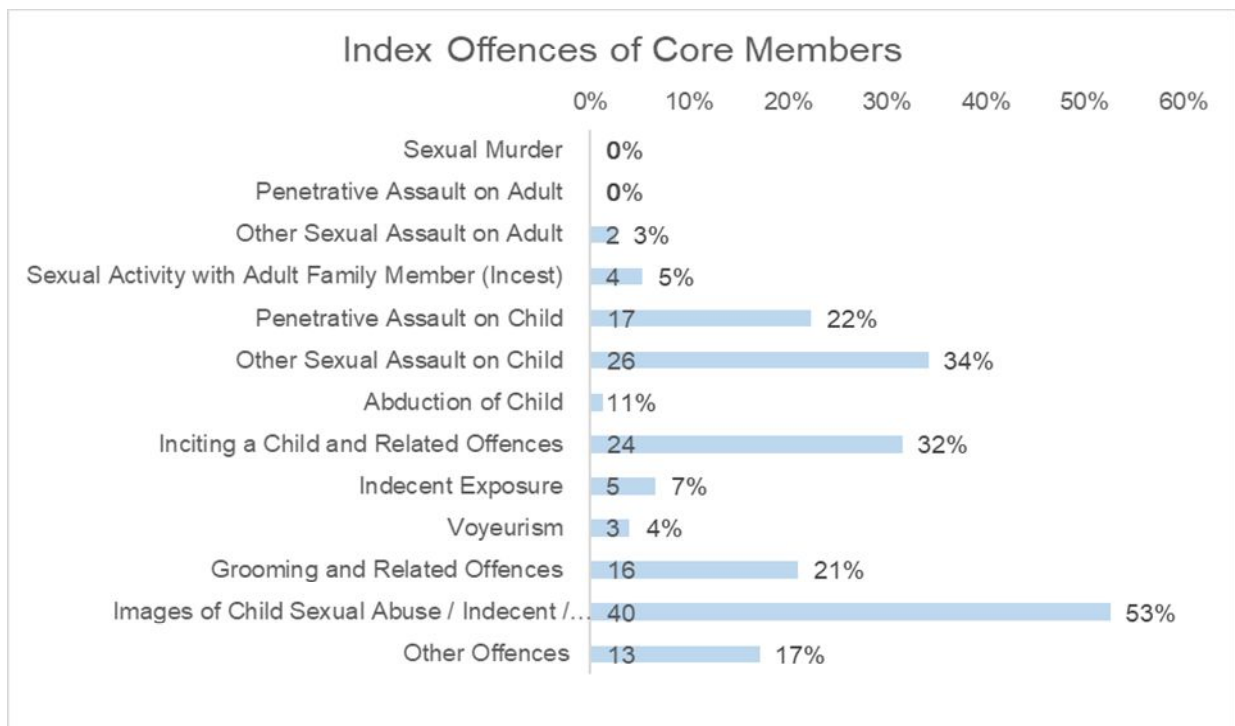
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
Circles of Support and Accountability UK

OBJECTIVE ONE continued:



- * Fewer White British Core Members attended a Circle in 2023-24 than in 2022-23 (89% in comparison to 95%). The percentage of Black or Black British decreased from 5% to 1%.

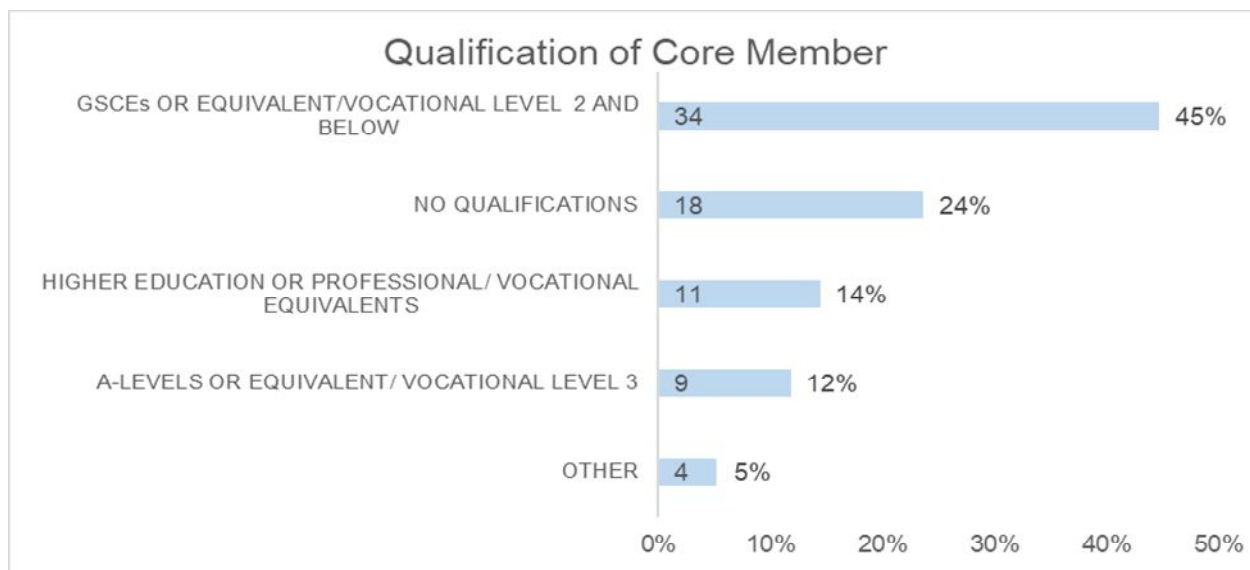


- * Offences against children and viewing images of child sexual exploitation material made up the vast majority of offences that were committed by Core Members on a Circle. Some Core Members have offences in more than one category. There has been a significant increase in the number of Core Members viewing illegal images (from 39% in 2022-23 to 53% in 2023-24). Grooming and Related Offences also increased significantly from 3% in 2022-23 to 21% in 2023-24). Indecent exposure increased from 0% to 7%. Inciting a Child and Related Offences increased from 15% to 32%.

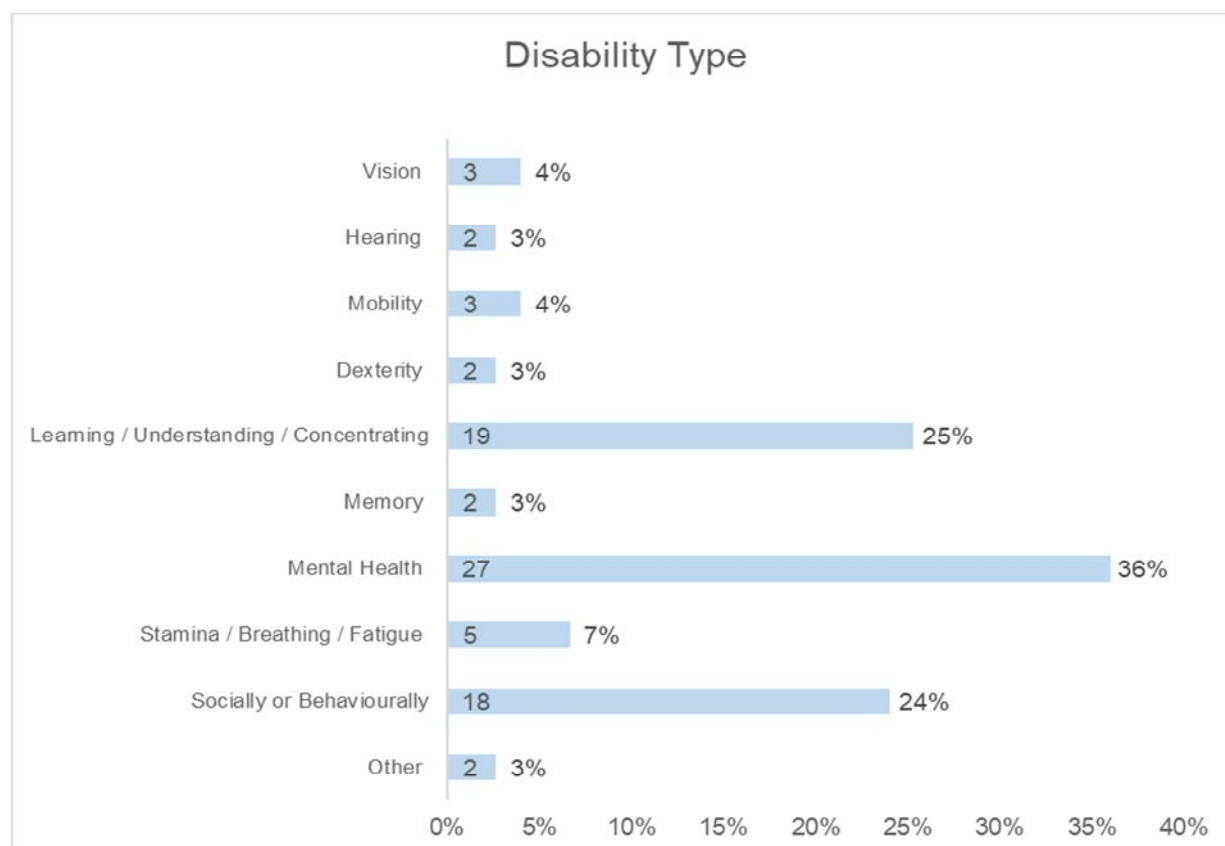
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE ONE continued:



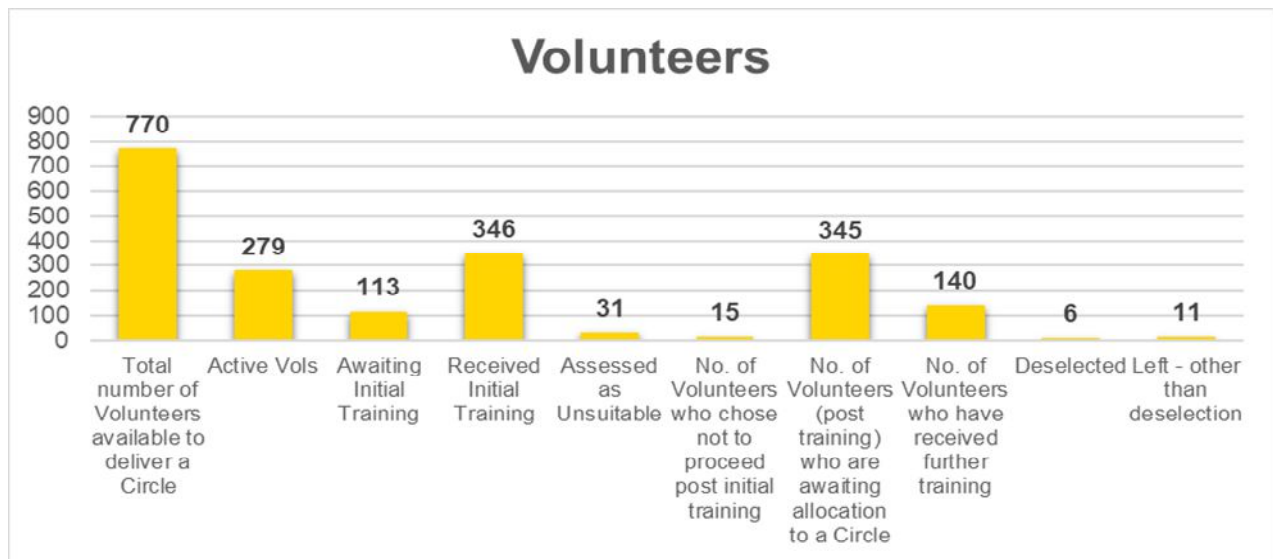
- * A high percentage of Core Members who accessed a Circle had no educational qualifications (24%), with 45% having GCSEs or equivalent and below. This remained stable in comparison to the year before.



- * These figures show that a high percentage of Core Members had mental health and learning issues (61%).

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE ONE continued:



- * *Initial training is compulsory 16 hours of training that all Circle Volunteers have to undergo before they are able to start delivering Circles. Further/ continuous training is provided by Providers to ensure Volunteers have ongoing professional development and the relevant skills to deliver Circles. Deselected refers to those Volunteers who are deemed not suitable to continue to participate in a Circle.*

OBJECTIVE 2: Re-launch and promote Circles to key stakeholders and partners

In the last year, we continued to raise the profile of Circles UK, Circle Providers and Circles to increase public awareness of the impact of sexual abuse and the need to work with perpetrators to prevent further victims.

Liz Hickey, Circles UK's National Quality Manager, together with Profs Derek Perkins and Hannah Merdian from onlinePROTECT presented the pilot findings and evaluation of Circles ReBoot at the NOTA International Conference in Cardiff on 4 May 2023 and also at the PIER/Anglia Ruskin 2023 Tackling Online Harms International Conference on 23 May 2023. On 15 July 2023 the CEO presented at the New Bridge Volunteer conference about how Volunteers deliver Circles, how they are selected, trained and supported and the benefits of using community Volunteers in a highly sensitive area of work. Jude Thomas, Circles UK's National Development Manager and the CEO were invited to do a presentation on Circles to a Probation Insights seminar on 25 July 2023. This formed part of a series of Masterclasses for Probation practitioners. It was a timely event as we used the opportunity to talk about the MoJ Circles contracts and explained to practitioners how Circles work, what information is needed from Providers when they make referrals and the partnership and collaborative approach between Circles Providers and the statutory agencies that underpin Circles provision.

On 23 August 2023 the CEO together with Liz Hickey, were interviewed in a webinar by David Prescott, Director of the Safer Society Foundation about Circles ReBoot. The event had widespread international attendance. The recording is available on Circles UK's website.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE TWO continued:

We continued to build positive relationships with the media. We worked with Libby Brooks from The Guardian in collaboration with Circles South West and Circles South East, which resulted in a comprehensive article on Circles ReBoot, including anonymous interviews with a Core Member and Volunteers who had participated in the Circles ReBoot pilot roll out. We were also approached to write an article for the Independent Monitoring Board, (which monitors conditions in UK prisons and supports prisoners), on Circles and the positive value of volunteering. We were delighted when Sir Terry Waite published an article in Inside Time in January 2024 about the importance of Circles. The article evoked widespread attention and did much to promote the value and philosophy of Circles. The Board and staff at Circles UK were extremely honoured at the positive recognition by Sir Terry.

We also continued our international outreach work (beyond Europe) and welcomed delegations from Albany, New Zealand and the NSW Corrective Services of Australia who were interested in starting Circles provision. As we have worked with a few organisations in Australia over the years, including in NSW, we connected these organisations to enable them to join up their efforts.

We continued to influence and advocate at high level inquiries and commissions. On 6 October 2023, the CEO presented evidence at the Levelling Up Commission: Crime, Justice and Rehabilitation Inquiry Session on the importance of rehabilitative approaches like Circles to address crucial societal issues. On 22 January 2024, the CEO participated in a roundtable event hosted by the Independent Advisory Panel on Deaths in Police Custody. The focus was specifically on people who are arrested for sexual offences because they make up the majority of people who take their own lives after having been in police custody (in 2023, 56 people took their own lives within two days of leaving custody, three quarters of whom, were people who had allegedly committed sexual offences).

Circles UK continued to build on its presence on social media; our X (formerly Twitter) and Facebook followers continued to increase steadily. In 2023-24 we opened an Instagram account to enable us to reach more younger people. Although we are always cautious about how we use social media, these platforms are extremely helpful to promote the work of Circles UK, the Circles Provider network and get relevant information in the public domain.

We continued to receive a high volume of calls and enquiries from a range of people, including those who have been involved in sexual abuse (as victims and perpetrators), professionals needing advice, partners, families, friends and loved ones of perpetrators of sexual abuse and those with an attraction to children who have not engaged in any criminal activity. We also received calls from highly distressed individuals who were thinking of taking their own lives when their abuse was discovered. In the last year we received a total of 782 enquiries which resulted in about twelve full days of Circles UK staff time, despite us not officially running a Helpline service.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE TWO continued:

The following table shows the breakdown of the categories of individuals who contacted Circles UK:

CATEGORY OF INDIVIDUAL MAKING ENQUIRY	NUMBER
Professional needing information or advice	103
Church Leader	2
Prison Chaplain	1
Potential Volunteer	545
Potential Supporter	1
Person with harmful sexual behaviour who has committed a sexual offence	54
Family / Partner / Friend of someone who has committed a sexual offence	16
Student or Researcher	7
Media	7
Other	46
TOTAL	782

- * *The vast majority of our enquiries came from Volunteers as a result of the intensive volunteer campaigns that Circles UK ran on behalf of Circles Providers (69%).*

OBJECTIVE 3: Develop new Circles programmes or ‘products’ which will enable new stakeholders or beneficiaries to come into the Circles ‘market’

3.1 Circles ReBoot

In 2023-24 reports of online sexual abuse continued to show alarming escalation in the volume and scale of this form of abuse. The numbers of children that are being harmed seems to have taken on epidemic proportions. In order to respond to this growing need, Circles UK developed a new Circles programme, Circles ReBoot, in 2020-2021 specifically for people who access CSEM. Circles ReBoot is designed specifically to address the needs of individuals who have a lower risk threshold, but where it is likely the risk will escalate without intervention. Although lower risk, the individuals suitable for Circles ReBoot are still likely to have a significant level of need. A ReBoot Circle, rather than mentoring, is appropriate because this form of abuse may ‘mask’ complex and underlying issues in the person’s life. As with all Circles, the Core Member is likely to be socially isolated; the interaction and support offered by a Circle is likely to be both a benefit and a catalyst for positive change. Circles ReBoot follows the proven Circles methodology.

Circles ReBoot was piloted between 2021 and 2023 (the process took longer than expected due to disruptions caused by COVID-19). The final evaluation report of the pilot roll out was published in September 2023.

More information on the pilot evaluation findings is provided later in this report under Objective 7.

In January 2024, post pilot Circles ReBoot commenced. The two Providers who participated in the pilot roll out and evaluation are continuing to deliver Circles ReBoot (Circles South West and Circles South East). Two other Providers were trained by Circles UK to deliver Circles ReBoot (Humbercare and the Safer Living Foundation).

OBJECTIVE THREE continued:

3.2 Faith Circles

We continued our work with the Catholic Church. We were hosted by the Catholic Safeguarding Standards Agency at the Catholic National Safeguarding Coordinator's Forum in April 2023, where we discussed the Faith Circles pilot project. Jude Thomas, Circles UK's National Development Manager, and the CEO, Riana Taylor also facilitated two training workshops at the Religious Life Safeguarding Service (RLSS) Annual Conference in Milton Keynes in March 2024. The conference was attended by over 200 Religious Life representatives and was a great opportunity to engage with members of the Catholic Church, increasing our own understanding of the safeguarding issues currently facing the Church.

It is positive that the Northamptonshire Diocese has agreed to work with Circles UK and the Circle Provider Circles South East to progress the first Faith Circle pilots. Circles UK's National Development Manager, Jude Thomas, wrote the training materials in collaboration with Circles South East. Even though the methodology is largely the same for a Faith Circle as for a 'traditional' Circle, the additional element of faith necessitated a slightly different focus in the Volunteer training (both the Core Member and the Volunteers will have a faith, although not necessarily a Catholic faith). To ensure consistency in the pilot Faith Circles, it has been agreed that the Core Members and Volunteers will all share a Christian faith, but it is the hope that future Faith Circles may involve other faiths. The pilot Faith Circles (and the evaluation) are due to commence in 2024-25.

3.3 Circles in Europe

In the last year we continued to work with our European partners in growing and developing Circles provision in Europe under the CirclesEurope Association. The following is a summary of the key developments of the year:

- The CirclesEurope Board (chaired by the Circles UK CEO) arranged the annual CirclesEurope mini conference which took place on 4 April 2023. The conference was attended by 70 representatives from eleven countries. Presentations focused on online sexual abuse and included: Circles ReBoot by Circles UK and Young People, Risk, Social Media and Dating Apps: Methodological innovations for the study of violence and sexual violence online - Findings from 4 studies in Spain by Dr Jorge Ramiro Pérez Suárez and his colleagues from the European University of Madrid. This was followed by an open-ended discussion session for Circles Volunteers from various countries which enabled them to share good practice and find out how Circles provision is affected in different jurisdictions. This followed on from 2022 when we first facilitated contact between Volunteers. This was very positively received with requests to continue this practice.
- The CirclesEurope Board had a face to face Away Day on 2 August 2023 in Amsterdam. Coming together in this way from the various countries enabled the Board to address capacity issues, do succession planning and plan for the next period.
- The membership of CirclesEurope continued to grow. In 2023, nine European countries and eleven Circle Provider organisations were full members of the Association.
- Norway joined the CirclesEurope Association in 2023. Two Coordinators from Circles Norway (Probation Officers in Norway) visited the Circles Provider in the Netherlands to get information on how Circles are run in the Netherlands. They also joined a Volunteer training event of Circles South West, to exchange ideas and share good practice. They followed up the Volunteer weekend with meetings with the Circles South West Volunteer Coordinator.

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE THREE continued:

- Sweden has also been working towards setting up Circles and becoming a member of CirclesEurope. In February 2024, Circles Netherlands provided training for Sweden to enable them to commence their Circles service and they became a member of CirclesEurope. The Swedish model is similar to how Circles are run in both Latvia and Norway (from the Correctional Services Department).

OBJECTIVE 4: Fulfil Circles UK's core leadership role and function towards the Circles Provider network

Circles UK's main focus in 2023-24 was to provide significant additional support to existing and new Circles Providers as they started the mobilisation and implementation of the MoJ Circles contracts. The challenges of these contracts have been alluded to in the introductory section of this Report. Circles UK set up regular online meetings with the Provider network and reported back to the MoJ the common issues that all Circles Providers were experiencing. Similarly, Providers raised the issues with their commissioning and contract managers at local level. This coordinated approach worked well and resulted in the MoJ making some early adjustments. However, some substantial issues remained at the end of the 2023-24 financial year which continue to need addressing.

The MoJ contracts allowed new Providers three months to meet the membership requirements of Circles UK, which was going to be a tough challenge (especially as they had to mobilise the MoJ contracts at the same time). To assist, Circles UK created a large number of model templates and documents to assist (especially) new Providers. Circles UK also refreshed a number of its core materials such as the Volunteer Training Guidance to ensure that they were fit for purpose. A Circles UK manager was assigned to each new Provider to enable regular and focused support. We obtained funding which was used to offer a mentoring arrangement for the Coordinators of the new Providers, by existing experienced Circles Providers (Circles South West and Circles South East). This seems to have worked well as it enabled new Coordinators to meet regularly with experienced Coordinators whilst they were setting up their Circles provision. It is positive that all the new Providers were approved by the Circles UK Board for Circles UK membership by December 2023.

Two-day face to face induction training for Coordinators took place at Reading in June 2023. Thirteen new Coordinators from across England and Wales attended. The wide disparity in the knowledge and experience in Circles provision was a significant factor; whilst some were working as Coordinators, others were managers, and several delegates had just been recruited and had not yet started in post. However, they were an engaged and committed group and feedback about the training content and delivery was very positive. A further two-day face to face Induction training event for Coordinators took place at Reading in August 2023 where five new Coordinators from across England and Wales attended.

Due to the crucial need to recruit high volumes of Circles Volunteers (and in the current sector-wide shortage of Volunteers), Circles UK led a national Volunteer recruitment campaign for Providers. We targeted publications that represent communities that we have not traditionally targeted such as the Afro Caribbean and Asian communities (through The Voice and Eastern Eye and sister publications).

The campaign ran for a few weeks in May and June 2023 and was again resumed in early September 2023. The third campaign was started in February 2024. The three campaigns resulted in a high number of enquiries from prospective Volunteers. It was positive that we managed to negotiate reduced rates with an employment agency to advertise and we are also grateful to The Guardian for offering one year of free advertising for Volunteers for both Circles UK and Providers.

OBJECTIVE FOUR continued:

The annual residential event for Coordinators facilitated by Circles UK was held in October 2023 at Conference Aston, Birmingham. Prof Derek Perkins provided the keynote address on the latest thinking, trends and research in the field of sexual harm and what recent research tells us about the most effective ways of working with perpetrators. Chris Wilson from Circles South East facilitated a session on research findings into the restorative nature of Circles focusing on the Survivor Volunteer. Both these presentations were thought provoking and evoked interesting discussions. Circles UK also provided key information that Coordinators need to deliver Circles successfully including a Coordinators 'Survival Kit' which included a focus on self-care and self-management.

Three Provider Compliance Reviews took place in 2023-24, for Circles South West, Humbercare and Circles South East. All three organisations demonstrated areas of good practice and achieved final scores that were significantly over the required threshold to maintain Circles UK membership (80%). The Circles UK reviewers made the following comments which demonstrated the high quality of the Circles practice of the three Providers:

Circles South West (CSW): 'A high score was achieved. This is excellent, especially within the context of having had to mobilise your MoJ Circles contract at the same time that the Review took place. Your Review clearly shows that since your last Review in 2021, CSW managed to maintain high standards of provision. I was particularly struck by the following comment by a Core Member of how his Circle had benefitted him:

"I received praise and people said good things about me. They do hold me accountable as I struggle with work stress; once I went and bought a bottle - I was thinking of drinking it, but thought what would the group think? Would I disappoint them? Would I let them down? I did not drink and when I told this afterwards, they all said well done. (Core Member) (This Core Member's alcohol use was associated with his offending and he has not used alcohol for seven months.)

Humbercare: 'A high score was achieved. This is excellent, especially within the context of having been tied up with the delivery issues of the MoJ Circles contract at the same time that the Review took place. Your Review clearly shows that since your Consolidation Review, you have managed to maintain high standards of provision. I was particularly struck by the following comment by a Core Member of how his Circle had benefitted him:

"It gets me out doing different things – even if I feel like I don't want to. Always feels good afterwards and I'm glad I've done it."

Circles South East (CSE): 'A high score was achieved. This is excellent, especially as the Review took place within the context of all the MoJ contract pressures that you and your staff have been under. Your excellent performance is truly remarkable. I was particularly struck by the excellent relationships between CSE and key partners and outer Circle members which is demonstrated by the following comment:

"All outer Circle members (Police and Probation) interviewed commented positively on the role that the Circle plays in supporting risk management of Core Members; XX1 commented that the Core Member sometimes shares information in the Circle that he hasn't told her, so she is then able to follow up on this. XX2 commented that she felt Circles "adds a supportive factor [and] doesn't try and take over any risk management processes in place and that [the Circle] really does help in terms of managing the person's risk."

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE FIVE: Continue to build the financial health and sustainability of Circles UK

During the last year we continued to keep close oversight of Circles UK's accounts, spending patterns, cash flow and income generation through the Finance Sub-Committee with finance reports to all Board meetings in line with Board of Trustees governance responsibilities. As mentioned in the introduction, we ended the 2023-24 financial year on a surplus of £36,439. It has also been mentioned in the introduction that Circles UK has lost long standing funders. This risk is continuing, and it will therefore remain important to continue to keep healthy reserves and to closely monitor and prioritise income generation in the next period.

Maintaining positive relationships with existing funders and donors remained a key priority and we remain grateful for their support. The emphasis on the MoJ national commissioning of Circles, developing new Circles programmes to ensure we can meet the needs of all forms of sexual abuse such as Circles ReBoot and Faith Circles will remain key priorities. Additional Circles programmes not only meet a necessary need in addressing sexual abuse in society but are also intended to broaden the income base for Circles Providers, which is part of the drive to ensure overall sustainability of the Circles model.

In addition, the following received attention:

- A report which details grant income as well as a report which details the 'shut down' costs in the unfortunate event of Circles UK having to cease its operations, go to the Finance Committee at least once a year to enable the Committee to monitor income and success in funding applications.
- A staffing and financial benefits review was conducted, led by a Trustee. This resulted in a recommendation to the Board.
- The Treasurer resigned from Circles UK's Board (James Wilson) after completion of his six-year term and a new Treasurer was appointed (Christiane Glennie). She attended specialised training and coaching to equip her for the role.
- Financial risks remain and there is no room for complacency as both Circles UK and Circles Providers continue to face financial and sustainability risks. Despite very positive publicity and recognition of the value of Circles, it remains difficult to attract funding for work with perpetrators of sexual abuse. The voluntary sector as a whole has seen a reduction in funding, both in government grants and from charitable sources and with ever increasing competition for funding, our work has remained hard to fund when compared with those charities that present virtually no reputational risk to funders.

OBJECTIVE SIX: Ensure sound governance, leadership and management of Circles UK

Four Board meetings took place in 2023/24, a mixture of face to face and online meetings. The Annual General Meeting took place online in December 2023.

Three Trustees resigned in 2023, and two new ones joined Circles UK's Board, including the Treasurer, as mentioned in Objective 5 above. All new Trustees received an induction. Two staff members who jointly held the post of National Quality Manager (Liz Hickey and Dawn Taylor) left Circles UK's employment and were replaced by a new (full time) staff member (Claire Ashley) who took up the role in January 2024. She joined whilst the other two National Quality Managers were still in post, enabling her to shadow their work and receive a thorough induction.

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE SIX continued:

The Trustees held a face to face Away Day in February 2024 to consider the organisation's strategic objectives, assess opportunities and threats, and plan for the next period. This was also an opportunity to review the Board make up, skills and succession planning needs. Decisions taken, informed the priorities and objectives of the Strategic Plan to ensure that the external environment, governance issues and risks have been fully considered. In addition to the longer-term Strategic Plan, Circles UK also produced a detailed annual Business Plan and Risk Register which is reviewed regularly. The Business Plan forms the basis of performance objectives that are set for all staff and are assessed through an annual appraisal. The operational staff team and the Office/Business Manager attend Board meetings with the CEO to enable the Trustees to engage regularly with a wider staff team.

All requirements of the Charity Commission, Companies House and the Information Commissioner's Office were met including the annual inspection of Circles UK's Accounts, Confirmation Statement to Companies House, registration with the Information Commissioner's Office and submitting the Accounts on time.

A Safeguarding report is considered by the Board at every Board meeting. There is a designated Trustee who leads on safeguarding for the Board. Circles UK's Equality, Diversity and Inclusion Policy was reviewed, and a revised policy was approved by the Trustees in December 2023. Data Protection legal advice was obtained to inform Circles UK's processing of Core Member data. This resulted in a revision of Circles UK's Data Sharing Agreement with Circles Providers, which was issued to all Providers in November 2023.

OBJECTIVE SEVEN: Continue to develop the evidence base to demonstrate the impact and effectiveness of Circles.

Circles UK continued to oversee the Research and Evaluation Committee which comprises of independent academics and Circles Provider representatives. In 2023-24, the Committee worked with Circles UK on the following research projects:

7.1 Circles ReBoot Pilot Evaluation

The Circles ReBoot pilot and evaluation was referred to in Objective 3 above. The final evaluation report of 12 pilot Circles was published in September 2023 and was presented to the Research and Evaluation Committee and the Circles UK Board for approval in November and December 2023 respectively. The findings were overall positive and confirmed that Circles ReBoot was effective in addressing online sexual abuse; there was no reason why the programme could not be continued with. The following is a summary of the specific findings and recommendations:

- All the Core Members who were interviewed agreed that their experience of Circles ReBoot had been positive, enjoyable, and purposeful.

It did drag me out of a hole really because I felt very hopeless and [ReBoot] wanted me to look at goals, small goals, in a kind of manageable way, to feel better about myself and to feel like I can still, well live my life and move forward.

I was in a reactive mode, very fearful of everything, just fearful of life in general and any disappointment [or] catastrophises, so the goal setting and the regularity of going each week and building on what skills I did achieve, just life management skills, just little goals like going to the gym etc etc, yeah, I found that very useful.

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE SEVEN continued:

The following are examples of the positive impact of Circles ReBoot as reported by the Core Member or those observing or coming in contact with the Core Member:

- Core Members becoming more self-aware, reflective and showing an increase in confidence.

The last thing I was expecting to get out of it was confidence, which is something I haven't had my whole life and I'm actually really confident after this whole course.

I've actually been going out into social situations, alone, [by] myself, and things like that which is incredible for me, who's been a self-isolating loner for a couple of years, say it's like going out to a nightclub on a Saturday night and just going out and doing something socially which I've done since start[-ing] the Circle which is really good and just showing you that confidence that I'm willing to go out there and look for the; look for it and experience it because a lot of people when they're depressed, it's almost you expect it to come towards you, but no, you've got to go out and get it and I'm getting that confidence back.

- The Core Member becoming more convivial as observed by Volunteers, Coordinators and a Probation Officer:

When we did the review, we did the review at five weeks and his Probation Officer came along to that and just said how he'd been transformed, how he made eye contact with everybody when he came into the Probation Office now as well as the Circle and how she thought he'd been a transformed character ... physically his body language was more relaxed and comfortable and engaging, he brought Easter eggs for the Volunteers at the last meeting as a goodbye which was a very positive sign and socially adept, I'd describe it as just the clunkiness just seemed to go from him, I think that's probably the easiest way I can describe it, it was the awkwardness possibly.

- Core Members seeking positive opportunities as a result of Circles ReBoot.

I think I've got some tasks from the course that I've ... to move on with, and also a suggestion of joining a club which I'm hoping to do within about the next month ... I learnt from the course, and we agreed outstanding actions and things to try even though the course has finished.

He was going out more, he was actively looking for employment even if it was voluntary.

- The importance of the Core Member's relationships with Volunteers.

I think it went absolutely brilliant. I could be slightly biased because of how it affected me but the way [the Volunteers] earned my trust and I was able to be so open and speak to them about pretty much anything in my life, literally almost anything. The way they treated me and to getting the whole thing, I could see it wasn't fake at all, and just the way they treated me, it was perfect, it just brought me into that situation, and I completely trusted them like I do my own family.

- There was positive feedback on the Circles ReBoot programme content, particularly the modules on identifying strengths, goal setting, understanding different points of view, and mindfulness were identified as being particular strengths of the programme. Below are examples of how these sessions were perceived.

Identifying strengths: I think reviewing the strengths and weaknesses was a good session because ... the discussion with the team etc, trying to identify things that I wouldn't consider a strength, [but] they did [identify strengths], so I got positive feedback from that.

Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVE SEVEN continued:

Goal setting: I've still got them in a folder which I'm keeping, and I look over [from] time to time. They're always good to look at and it's always good to have a goal and a time[frame] which is something I've never done before and so it's something I've brought into my life, so it's helping out quite a bit.

- Volunteers and Coordinators reported that Circles ReBoot and the material also increased their own skills.

I learnt a lot from [the other Volunteers] about how to position questions and [just] learning all the time, just watching and observing, so that was useful and helped me a bit in something that was completely new to me.

For me it did, because I mean I'm an unusual one in Circles because they are predominantly ex-Probation or Social Workers and because I'm ex-Police ... I've always had a lot of experience either dealing with them as offenders or managing them or dealing with them at point of arrest, so I've seen all sorts, but I think it gave me a much better insight into more of the psychology of it all.

- Coordinators and Volunteers felt the impact from Circles ReBoot could last. One Volunteer felt the comfort and support from the Volunteers would have a lasting effect.

I think the Circle more broadly in terms of like sitting in a room with four strangers, I think that stuff would definitely have some lasting [effect] ... I can't imagine he'll forget what it feels like to be able to feel comfortable in that sense, [be]cause initially he felt like we wouldn't be interested in anything he did and said and that by the end he knew that we were and so that could be a long term thing, changing his belief about sitting in a room with a bunch of strangers who are actually interested in speaking to him.

- The Core Members were asked if they experienced any negative impacts as a result of being involved with Circles ReBoot. All that were interviewed acknowledged their experience as only having positive impacts.

Only positive things have come out of it.

The evaluation recommended that specific issues be addressed such as that most Volunteers felt that the training did not sufficiently prepare them for Circles ReBoot (this was mostly due to the different methodology used in comparison to traditional Circles as well as the time that elapsed between training and starting a Circles ReBoot).

The specific issues that were identified were addressed in consultation with the pilot Circle Coordinators and Profs Derek Perkins and Hannah Merdian from onlinePROTECT who conducted the evaluation. As a result, the following changes were made to the Circles ReBoot methodology:

- There is more emphasis in early sessions on the Circle getting to know each other and establishing a relationship of trust.
- Two extra (optional) sessions were introduced. These sessions can be used flexibly according to what seems best for the Core Member. (Building relationships, preparing to end the Circle, having time out from the material).
- Some modules were adjusted, and more guidance notes were added.
- The training guidance was adjusted.
- Volunteers were given more flexibility in how to approach each session and to adjust the content to better meet the Core Member's needs.
- There is more explanation to Volunteers and Core Members about how offending behaviour would be addressed within the Circle.

OBJECTIVE SEVEN continued:

- Work was completed to refine the suitability criteria to allow slightly riskier and more complex individuals to complete the Circle alongside simplifying the assessment process to ensure both these processes are fully coherent with Circle delivery.
- A Quality Assurance framework has been put in place to ensure Circles ReBoot continues to be delivered consistently and according to the best practice identified in the evaluation.

7.2 MOJ Datalab Circles Reconviction Study

Circles UK also worked with the MoJ Datalab on a reconviction analysis of Circles. There was ongoing communication with the MoJ and the Datalab to ensure that the research design was appropriate for Circles. This is an ongoing piece of work which is expected to be completed in 2024/2025.

7.3 Approving PhD Proposals that involve Circles Research

In 2023-24, two proposals from PhD students were considered and approved, one focusing on people who access CSEM and one looking at the barriers that people face to reintegrate into society after a conviction for a sexual offence.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2024

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINER

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) which the charitable company's examiner is unaware, and each Trustee has taken all the steps they ought to have taken as a trustee in order to make them aware of any information and to establish that the charitable company's examiner is aware of that information.

Independent Examiner

The examiner, Simon Porter FCA, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD

Nigel Barnes - Trustee
8 November 2024

**Independent Examiner's Report to the Trustees of
Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

I report to the trustees on my examination of the financial statements of Circles of Support and Accountability UK (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

8 November 2024

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2024

		2024			2023
		Unrestricted funds	Restricted funds	Total Funds	Total Funds
	Note	£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	326,638	100,000	426,638	460,662
Investment income	3	10,375	-	10,375	1,679
Total Incoming Resources		337,013	100,000	437,013	462,341
RESOURCES EXPENDED					
Cost of generating funds					
Fundraising trading: cost of goods sold					
		73,396	-	73,396	16,819
Governance costs		2,557	-	2,557	2,608
Other resources expended	4	274,368	50,253	324,621	289,449
Total Resources Expended		350,321	50,253	400,574	308,876
NET INCOMING RESOURCES					
		(13,308)	49,747	36,439	153,465
Total funds brought forward		535,730	-	535,730	382,264
TOTAL FUNDS CARRIED FORWARD					
		522,422	49,747	572,169	535,730

The notes form part of these financial statements

Balance Sheet
At 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	8	6,209	-	6,209	8,290
CURRENT ASSETS					
Debtors	9	19,772	-	19,772	29,533
Cash at bank and in hand		519,297	49,747	569,044	533,191
		<u>539,069</u>	<u>49,747</u>	<u>588,816</u>	<u>562,724</u>
CREDITORS					
Amounts falling due within one year	10	(22,856)	-	(22,856)	(35,284)
NET CURRENT ASSETS		<u>516,213</u>	<u>49,747</u>	<u>565,960</u>	<u>527,440</u>
NET ASSETS		<u>522,422</u>	<u>49,747</u>	<u>572,169</u>	<u>535,730</u>
FUNDS					
Unrestricted funds	11			522,422	535,730
Restricted funds				49,747	-
				<u>572,169</u>	<u>535,730</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on 8 November 2024 and were signed on its behalf by:

Nigel Barnes - Trustee

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Cash Flows
for the Year Ended 31 March 2024

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Cash flow from operating activities				
Net income per SOFA	(13,308)	49,747	36,439	153,465
Less: Investment income	(10,375)	-	(10,375)	(1,679)
Add back depreciation	3,346	-	3,346	1,540
Decrease/(increase) in debtors	9,761	-	9,761	(6,769)
Increase in creditors	(12,428)	-	(12,428)	(48,506)
	<u>(23,004)</u>	<u>49,747</u>	<u>26,743</u>	<u>98,051</u>
Cash flows from investing activities				
Capital expenditure	(1,265)	-	(1,265)	(7,570)
Investment income	10,375	-	10,375	1,679
	<u>9,110</u>	<u>-</u>	<u>9,110</u>	<u>(5,891)</u>
Net increase/(decrease) in cash:	(13,894)	49,747	35,853	92,160
Total cash as at 1 April 2023	<u>533,191</u>	<u>-</u>	<u>533,191</u>	<u>441,030</u>
Total cash as at 31 March 2024	<u>519,297</u>	<u>49,747</u>	<u>569,044</u>	<u>533,191</u>

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2024

1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historic cost convention.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its

Office equipment	- 33% straight line
Fixtures and fittings	- 25% reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

For the Year Ended 31 March 2024					2024	2023
					£	£
2. VOLUNTARY INCOME						
Gift aid donations					5,228	4,388
Donations					3,422	2,922
Grants					394,182	420,503
Subscriptions					2,236	2,300
Sales income					21,570	30,549
					<u>426,638</u>	<u>460,662</u>
Grants received, included in the above, are as follows:						
Grants to restricted funds (see note 11)					100,000	122,100
Other grants					294,182	298,403
Total grants					<u>394,182</u>	<u>420,503</u>
3. INVESTMENT INCOME						
Deposit account interest					<u>10,375</u>	<u>1,679</u>
4. SUPPORT COSTS						
	Management	Finance	Other	Totals		
	£	£	£	£		
Other resources expended	<u>321,185</u>	<u>90</u>	<u>3,346</u>	<u>324,621</u>		
5. NET INCOMING RESOURCES						
					2024	2023
					£	£
Net resources are stated after charging:						
Depreciation - owned assets					<u>3,346</u>	<u>1,540</u>
6. TRUSTEES' REMUNERATION AND BENEFITS						
There were no trustees' remuneration or other benefits for the year ended 31 March 2024 (2023 - nil).						
Trustees' expenses						
Trustees' expenses reimbursed during the year ended 31 March 2024 amounted to £2,019 (2023 - £1,866).						
					2024	2023
					£	£
7. STAFF COSTS						
Wages and salaries					206,991	187,264
Social security costs					15,824	14,433
Other pension costs					15,570	14,353
					<u>238,385</u>	<u>216,050</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

8. TANGIBLE FIXED ASSETS	Plant and machinery etc £	
COST		
At 1 April 2023		31,001
Additions		1,265
At 31 March 2024		<u>32,266</u>
DEPRECIATION		
At 1 April 2023		22,711
Charge for year		3,346
At 31 March 2024		<u>26,057</u>
NET BOOK VALUE		
At 31 March 2024		<u>6,209</u>
At 31 March 2023		<u>8,290</u>
	2024 £	2023 £
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Debtors	11,960	23,310
Prepayments	7,812	6,223
	<u>19,772</u>	<u>29,533</u>
10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	11,259	11,032
Pensions	3,786	2,776
PAYE and NI	5,839	4,592
Deferred income	-	14,912
Accrued expenses	1,254	1,254
Other creditors	718	718
	<u>22,856</u>	<u>35,284</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

11. MOVEMENT IN FUNDS

	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Restricted Funds				
National Philanthropic Trust	-	100,000	50,253	49,747
Total Restricted Funds	-	100,000	50,253	49,747
Unrestricted funds	535,730	337,013	350,321	522,422
TOTAL FUNDS	<u>535,730</u>	<u>437,013</u>	<u>400,574</u>	<u>572,169</u>

12. GUARANTEE

The members of the company have agreed to contribute £1 each to the assets of the company in event of it being wound up.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	2024 £	2023 £
INCOMING RESOURCES		
Voluntary income		
Gift aid donations	5,228	4,388
Donations	3,422	2,922
Grants	394,182	420,503
Subscriptions	2,236	2,300
Sales income and commission received	21,570	30,549
	<u>426,638</u>	<u>460,662</u>
Investment income		
Deposit account interest	10,375	1,679
TOTAL INCOMING RESOURCES	<u><u>437,013</u></u>	<u><u>462,341</u></u>
RESOURCES EXPENDED		
Fundraising trading: cost of goods and other costs		
Purchases	73,396	16,819
Governance costs		
Accountancy	2,557	2,608
Support costs		
Management		
Wages	206,991	187,264
Social security	15,824	14,433
Pensions	15,570	14,353
Insurance	2,790	2,326
Light and heat	2,117	1,138
Telephone	2,002	1,843
Postage and stationery	437	191
Rent and services	20,590	20,327
Consultancy fees	5,430	3,870
Legal and professional fees	9,426	7,374
Life assurance	2,663	3,128
Travel and subsistence	10,275	8,009
Books and periodicals	524	9
Carried forward	<u>294,639</u>	<u>264,265</u>

This page does not form part of the statutory financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	2024 £	2023 £
Management		
Brought forward	294,639	264,265
Equipment maintenance	-	34
Computer consumables	8,328	8,219
Office expenses	659	4,742
Meeting costs	4,614	3,126
Subscriptions	1,162	1,247
Staff welfare and training	1,013	725
Training Costs	7,094	1,604
Repairs & renewals	211	692
Cleaning	3,465	3,173
	<u>321,185</u>	<u>287,827</u>
Finance		
Bank charges	90	82
Other		
Depreciation	3,346	1,540
TOTAL RESOURCES EXPENDED	<u><u>400,574</u></u>	<u><u>308,876</u></u>
NET INCOME	<u><u>36,439</u></u>	<u><u>153,465</u></u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: 6457347 (England and Wales)
REGISTERED CHARITY NUMBER: 1122641

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2023
for**

**Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

**Contents of the Financial Statements
for the Year Ended 31 March 2023**

	Page
Report of the Trustees	1 to 19
Independent Examiner's report	20
Statement of Financial Activities	21
Balance Sheet	22
Statement of Cash Flows	23
Notes to the Financial Statements	24 to 27
Detailed Statement of Financial Activities	28 to 29

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

The Trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005, and the accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared mindful of the need to demonstrate the public benefit of the charity's work, and to this end presents the year's achievements under the headings of the seven key objectives and workstreams through which Circles UK currently meets its charitable purposes.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
6457347 (England and Wales)

Registered Charity number
1122641

Registered office
Abbey House
Abbey Square
Reading
Berkshire
RG1 3BE

Trustees	
Mr S Bailey	
Mr N Barnes	
Ms J Carroll	
Dr R Milner	Appointed January 2023
Ms P Mullan	
Dr C Pike	Chair
Mr D Sheppard	Resigned 20 September 2022
Mr G Williams	
Mr J Wilson	Treasurer

CEO/Company Secretary
Ms R Taylor

Independent Examiner
Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

PURPOSE, OVERVIEW AND OPERATING MODEL

Circles UK's vision is of 'no more victims'. Its mission is to enhance community safety by working with individuals who have sexually abused others, and are at risk of doing so again, to self-manage inappropriate thoughts and behaviours, reintegrate safely into society and lead responsible lives.

Circles UK was established in 2008 to oversee the provision of Circles of Support and Accountability ('Circles') in England and Wales and owns the Circles brand and Intellectual Property Rights. Organisations which run Circles must become members of Circles UK and operate within the requirements of a Code of Practice. These Circles 'Providers', as they are known, are subject to biennial audits by Circles UK to ensure that quality and safety standards are maintained.

A Circle is a group of Volunteers from a local community which form a Circle around a person with a conviction for a sexual offence or who has engaged in harmful sexual behaviour. This person is referred to as the 'Core Member'. Each Circle consists of four to six Volunteers and a Core Member. The Circle aims to provide a supportive social network that also requires the Core Member to take responsibility (be 'accountable') for his/her ongoing risk management. The Circle can also provide support and practical guidance in such things as developing their social skills, finding suitable accommodation, or helping the Core Member to find appropriate hobbies and interests. While helping the Core Member to settle into the community, the Volunteers also assist them in recognising patterns of thought and behaviour that could lead to their reoffending. Within it, the Core Member can grow in self-esteem and develop healthy adult relationships, maximising his or her chances of successfully reintegrating into the community and living a positive offence free life.

Volunteers are closely managed and supervised by professional Coordinators who are employed by Circles Providers. The Core Member is involved from the beginning, is included in all decision making and, like all other members of the Circle, signs an agreement committing him or herself to the Circle and its aims. Each Circle is unique because it is individually designed around the needs of the Core Member. Should the Core Member show signs that they may be at risk of reoffending, the 'Inner Circle' of Volunteers will work with Police, Probation Service and other statutory services who provide the 'Outer Circle', who may take action to protect the public.

The Circle seeks to prevent further sexual abuse by reducing stigma and social isolation; factors known to be strongly associated with sexual recidivism. The Circle focuses on a person's 'positives' and 'strengths' and seeks to support him/her to access safe social outlets and opportunities, avoid dangerous and enabling situations and behaviours and manage day to day challenges. In so doing the Circle serves to help reduce the risk of reoffending associated with alienation and the attendant risk of harm to existing and potential victims.

Since 2008 more than 1,200 Circles have completed successfully. Evaluation studies have consistently shown that Circles play a crucial role in supporting the risk management of individuals convicted of sexual offences, increase emotional wellbeing of Core Members, assist them in forming appropriate relationships, help them engage in meaningful activities and support them to find and retain suitable accommodation, all factors that are known to reduce reoffending. Circles provide a significant contribution in helping to reduce sexual abuse.

As an organisation, Circles UK advocates and raises awareness of the importance of providing support to people who sexually harm others to address the root causes and prevent further victims. As a recognised authority in this area of work, over the past fifteen years, we have also trained and helped set up Circles programmes in Australia, Belgium, Bulgaria, Ireland, Latvia, the Netherlands, Scotland, Catalonia, Spain and others. The Circles UK CEO currently chairs the CirclesEurope Association Board.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

Circles UK's key values are:

- **Safety** - We work towards the objective of 'no more victims'.
- **Responsibility** - Holding individuals and organisations to account for their actions.
- **Inclusiveness** - Managing risk through inclusion not exclusion.
- **Community involvement** - Recognising the importance of community involvement.
- **Growing and learning** - Recognising that with necessary support and challenge, people have the ability to grow, learn and change their behaviour.
- **Individuality and respect** - Treating people with humanity and respect.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association incorporated on 19 December 2007 and amended on 13 October 2009 and 4 December 2015. It is constituted as a company limited by guarantee, as defined by the Companies Act 2006.

Recruitment, induction and training of Trustees

All new Trustees are required to complete an induction programme. Briefings on key policies, priorities and projects are provided as well as organisational information and expectations relating to their duties as Trustees. The charity provides a designated budget for Trustees to assist in the fulfillment of their responsibilities, which includes funding for Trustee development. Charity Commission guidelines and new requirements are shared with Trustees and training is arranged where required.

Recruitment of Trustees is through open advertising as well as head hunting (due to the specialist and sensitive nature of the organisation's work) and seeks to ensure a skills-based Board that best represents the needs of the organisation. This is reviewed annually. Trustees make a declaration of eligibility to serve as a Trustee and complete a DBS check. Declarations of interest are updated and signed annually, and declarations of interest are also asked for at each Board meeting. Annual DBS checks were introduced for all Trustees and staff in 2022-23.

In 2022-23 one Trustee left Circles UK and one new Trustee was appointed. At the end of March 2023 there were eight Trustees serving on the Circles UK Board.

Organisation and Membership

Membership of Circles UK includes all local or regional Circles of Support and Accountability Providers, as organisations, which have formally agreed to deliver Circles in accordance with the Circles UK national Code of Practice and demonstrated that they meet the other membership eligibility requirements. This membership provides a range of entitlements, on payment of a membership fee, including use of the Circles UK trade marked logo and brand materials, media support, regular training and support and engagement in the charity's governance procedures as defined in its Memorandum and Articles of Association. Providers have to demonstrate a high standard of compliance to maintain membership of Circles UK and are subject to biennial compulsory audits to ensure that quality and safety standards are maintained. There is regular liaison and consultation with Providers through meetings, working parties, briefings and informal liaison.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Additional categories of Associate and Affiliate membership are available for organisations operating Circles outside England and Wales, and for those providing a similar service but not one recognised by Circles UK as Circles of Support and Accountability. This is likely to be an adaptation of the Circles model, applied to another service user group or a Circle Provider that operates in a different legal jurisdiction. These membership categories provide some entitlements, but no formal engagement in the governance of the overarching organisation.

By the end of the financial year 2022-23 there were seven Full Member Providers providing Circles across England and Wales. In March 2023, the Ministry of Justice (MOJ) awarded contracts for Circles provision for the Probation Service in nine Probation regions (see progress reported under Objective One). This enabled two additional organisations to start the process of working towards meeting the membership requirements of a fully approved Circles UK Member Provider. It is expected that this process will be completed in 2023/24 when their full membership of Circles UK will be granted. Due to the MOJ contracts, two existing Probation Service Circles Providers ceased Circles provision (in Wales and the East Region). There were two Associate members (one in Ireland and one in Scotland).

Governance and Risk Management

Decisions on strategic direction, key policies, financial and legal requirements and governance are taken at Trustees meetings. Some Board members also participate in sub-committees and working groups, which consider in detail such matters as finance, income generation, sustainability, brand architecture and organisational risk, referring to the main Board for decision. Trustees' meetings are held at least five times a year and are attended by the CEO, senior members of the operational team and the Circles UK Business / Office Manager (who assists the CEO in her role as Company Secretary). Day-to-day management of the charity is delegated by the Trustees to the Chief Executive.

Trustees fully recognise and execute their responsibilities in identifying and managing the organisation's strategic priorities, which are reviewed annually at a Trustees Away Day, led by the Chair. Strategic priorities are captured in a two-year Strategic Plan which translates into an annual Business Plan, Budget and organisational Risk Register. The Board of Trustees also ensure that appropriate policies and controls are in place. The Business Plan and Risk Register are regularly reviewed to ensure organisational performance is monitored and risks to both Circles UK and the network of Circles Providers are appropriately identified and managed. The Finance Sub-Committee is chaired by the Treasurer and meets quarterly to monitor financial matters. It has incorporated the Audit and Risk function to provide the Board with enhanced scrutiny of strategic and key organisational risks, as well as projects that are of major strategic significance.

Key strategic priorities:

Although the impact of COVID-19 reduced significantly in the last year, its ongoing and lingering effects continued to be felt. This resulted in a delay in the pilot roll out of Circles UK's new programme for people who access child sexual exploitation material (called Circles ReBoot) as well as ongoing instability in Circles delivery due to Staff, Volunteers and service users (Core Members) going off sick. However, despite the ongoing challenges, face to face Circles fully resumed.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Key strategic priorities continued:

One of the key learnings from COVID was the opportunities brought by the improved availability of online and digital tools such as videoconferencing. One of the challenges that was grappled with was how much online training could be allowed for new Volunteers. Providers reported that they faced a shortage of Volunteers post COVID and the ability to offer online training for Volunteers resulted in higher applications from potential Volunteers. However, as the initial training of Volunteers involves an assessment component, after discussion with Providers, it was decided to require at least 50% of initial Volunteer training to be conducted face to face. This we believe enables a more comprehensive assessment of potential Volunteers, as well as a modelling of the values of a Circle, by Providers, in their initial training delivery. Follow-up training, imparting information and policy seminars may be more suited to be delivered online. There is no doubt that the availability of good quality online resources has resulted in an increase in the external training provided by Circles UK as well as increased attendance at our seminars and conferences. It also enabled us to increase the international participation at our training and other events.

In the last Annual Report, it was reported that discussions with the MOJ to commission Circles were ongoing. We are pleased to report that the MOJ national commissioning of Circles for the Probation Service was launched in August 2022. However, a three-month delay in the awarding of contracts caused significant difficulties for Circles Providers (and prospective Providers) and derailed the commissioning timetable. It was a relief when contracts were finally awarded at the end of March 2023 in nine Probation regions of England and Wales. This has resulted in more Circles Providers, more stable income for Providers and more Core Members that are able to access a Circle, making our communities safer.

Circles UK continued to grow the organisation's sustainability and financial health. It ended the 2022-23 financial year on a surplus to budget of £153,465 which is extremely positive. This was largely the result of travel and subsistence savings as well as the delays in the roll out of Circles ReBoot which was still related to the knock-on effect of COVID-19. Due to the delays in the MOJ commissioning of Circles, essential aspects such as Induction training for new Circle Coordinators and support to new Providers had to be shifted to the 2023-24 financial year. As a result, spending that was supposed to happen in 2022-23 had to be deferred to 2023-24. However, it is expected that much of the surplus will be absorbed in the first six months of 2023-24. There was continuous close oversight of the organisation's financial and risk management by the Finance Sub-Committee and scrutiny by the full Board of Trustees.

Public Benefit

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and considered how planned activities will contribute to those objectives.

Circles UK's focus most relates to the following objectives contained in the Charity Commission's guidance:

- a) To advance education and training, to relieve poverty and to promote and protect the good health of people who are likely to or who have committed offences and the families of such persons affected by such offences in order to assist with the prevention of such offences, particularly sexual offences.
- b) To advance the public's education in the understanding of approaches to public protection and prevention of crime.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

Reserves Policy

The Trustees continued to be committed to maintaining a prudent approach to building financial reserves and ensuring expenditure is well controlled. The Trustees' ongoing intention is to hold reserves of at least three months operational funding and have continued to achieve that in the 2022-23 financial year. In addition, the full costs that would be required in the unfortunate event of having to shut down the organisation are costed and reviewed at least annually by the Board of Trustees to ensure that the required reserves are left protected and kept in a separate bank account.

Principal Funding Sources

The climate for income generation remains extremely difficult across the charitable sector and has in fact become more challenging. The cost-of-living crisis which came on the heels of the instability caused by COVID-19 exacerbated the pressures and competition for funding. However, Circles UK has continued to benefit from the support and partnership of a number of charitable trusts and foundations as well as regular donors and our 'Friends Scheme'. This is valued by the Trustees and staff as it is extremely difficult to raise funding for an organisation which has its services rooted in a deeply challenging and controversial field of work coupled with strong competition for funding from other worthwhile organisations. Without this support we would not be able to do the valuable work we do. Risks (financial and other) clearly remain as the UK and the international world is likely to continue to be impacted significantly in the next period by widespread challenges related to the war in Ukraine, the climate crisis, the cost-of-living crisis and inflationary pressures that are felt in many countries.

We are also very grateful for the grant we have continued to receive from the Ministry of Justice /HMPPS. This grant income currently represents Circles UK's primary income, and we remain extremely grateful to the grant manager and other Ministry of Justice/HMPPS colleagues for their continuous support.

We also want to express our appreciation for the Circles UK pro bono and other volunteers and individuals, who have provided practical help through their time and expertise over the year in a variety of ways. Besides these individuals the Trustees wish to thank specifically the following organisations:

AB Charitable Trust	NPT UK
Esmée Fairbairn Foundation	Porticus
The Mary Kinross Charitable Trust	The Tudor Trust
Ministry of Justice / HMPPS	

OVERVIEW OF THE 2022-2023 STRATEGIC OBJECTIVES

The next section of the report will detail the achievements under Circles UK's strategic objectives which are contained in its Strategic Plan 2022-2024.

OBJECTIVE ONE: Address areas where geographical coverage of Circles has decreased and explore ways in which provision can be increased and/or reinstated.

The delay in the MOJ commissioning of Circles which was referred to in the previous section, had a destabilizing effect on existing Providers who had to cease Circles provision for those Circles that were funded by local Probation regions due to the expectation of the new contracts coming into effect. The three-month delay resulted in those Providers not being able to get referrals from Probation and start new Circles which had a knock-on effect and resulted in a period of inactivity as well as a loss of Volunteers, which was far from ideal. When the contracts were eventually awarded after the delay, Circles provision had to, in effect be restarted by those Providers. As a result, fewer Circles were started in 2022-23 (59) in comparison to the 104 that were started in 2021-22. In addition, another 54 Circles were still running from 2021-22, totaling 113 (some Circles progress to Phase two which can extend the Circle to eighteen months).

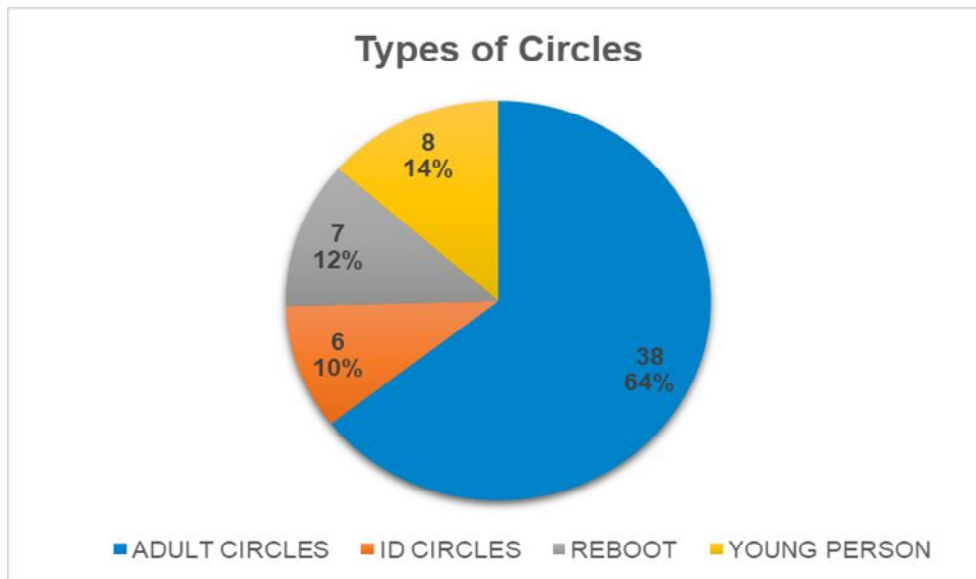
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE ONE continued:

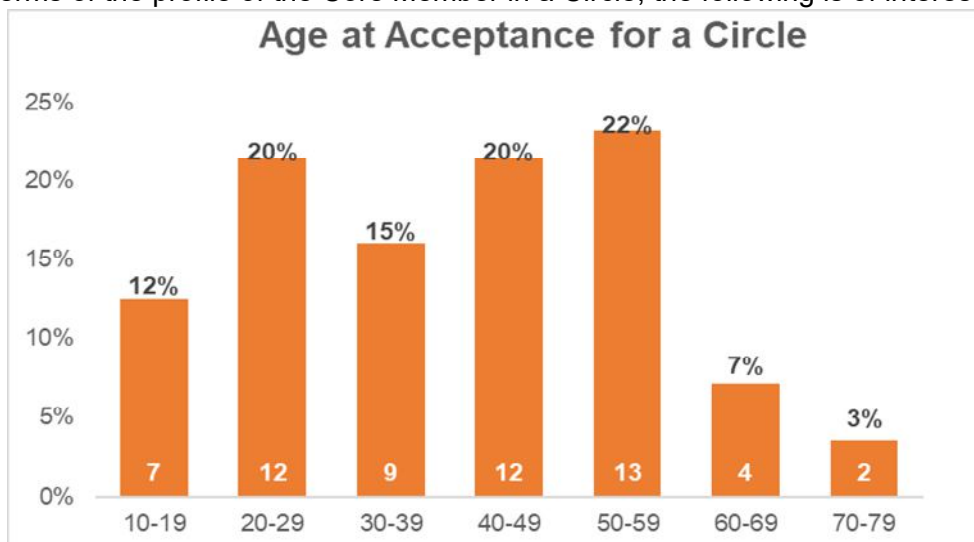
There were 212 initial referral enquiries which resulted in 139 actual referrals. The reason that not all initial referral enquiries result in actual referrals is due to a range of factors such as Core Member unsuitability for a Circle and changes in circumstances of a Core Member. Some referrals that were suitable could not start due to the commissioning delay.

The following diagram shows the breakdown of the Circles that were started in 2022-23:



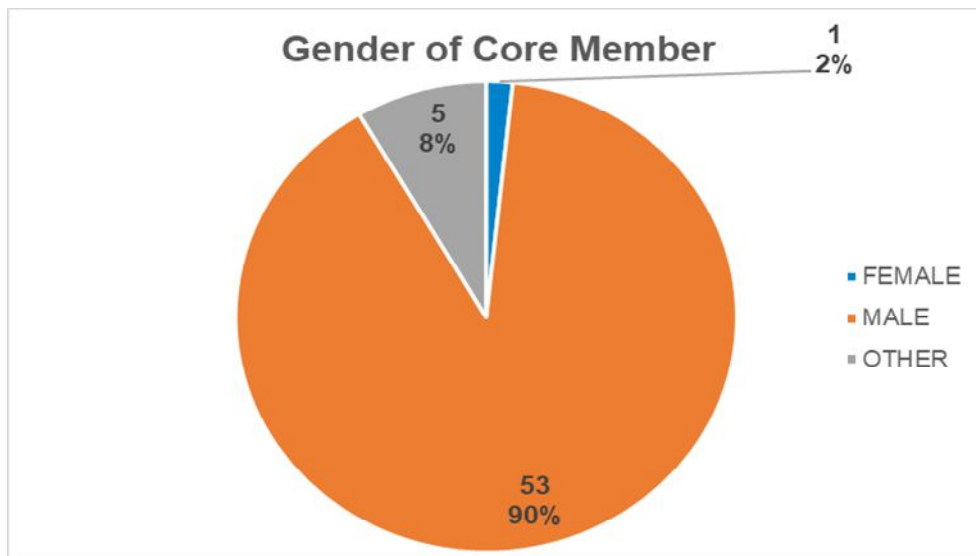
- * 7 Circles Reboot Circles were delivered as part of the Circles ReBoot pilot.
- * ID Circles are Intellectual Disability Circles

In terms of the profile of the Core Member in a Circle, the following is of interest:

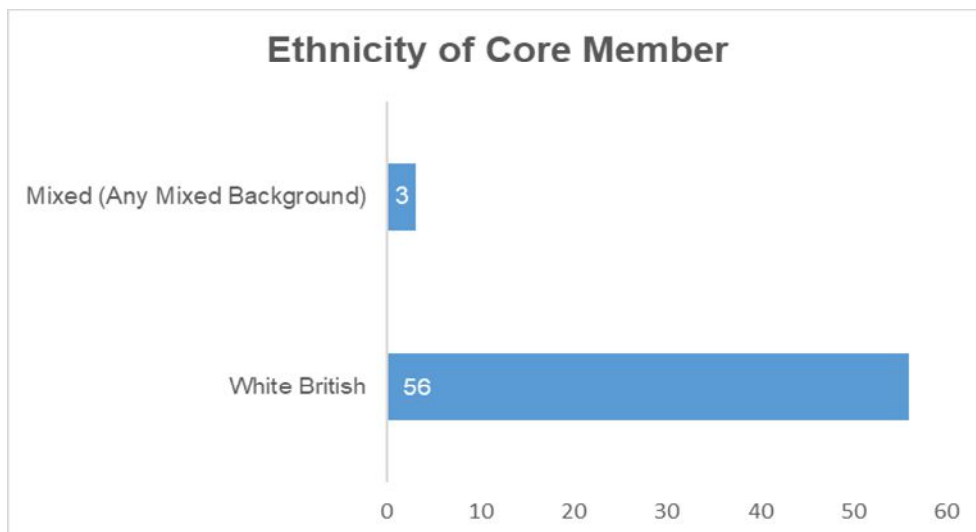


- * 52% of Core Members were over the age of 40, which is different from people committing other types of offences, where younger age groups tend to dominate.

OBJECTIVE ONE continued:

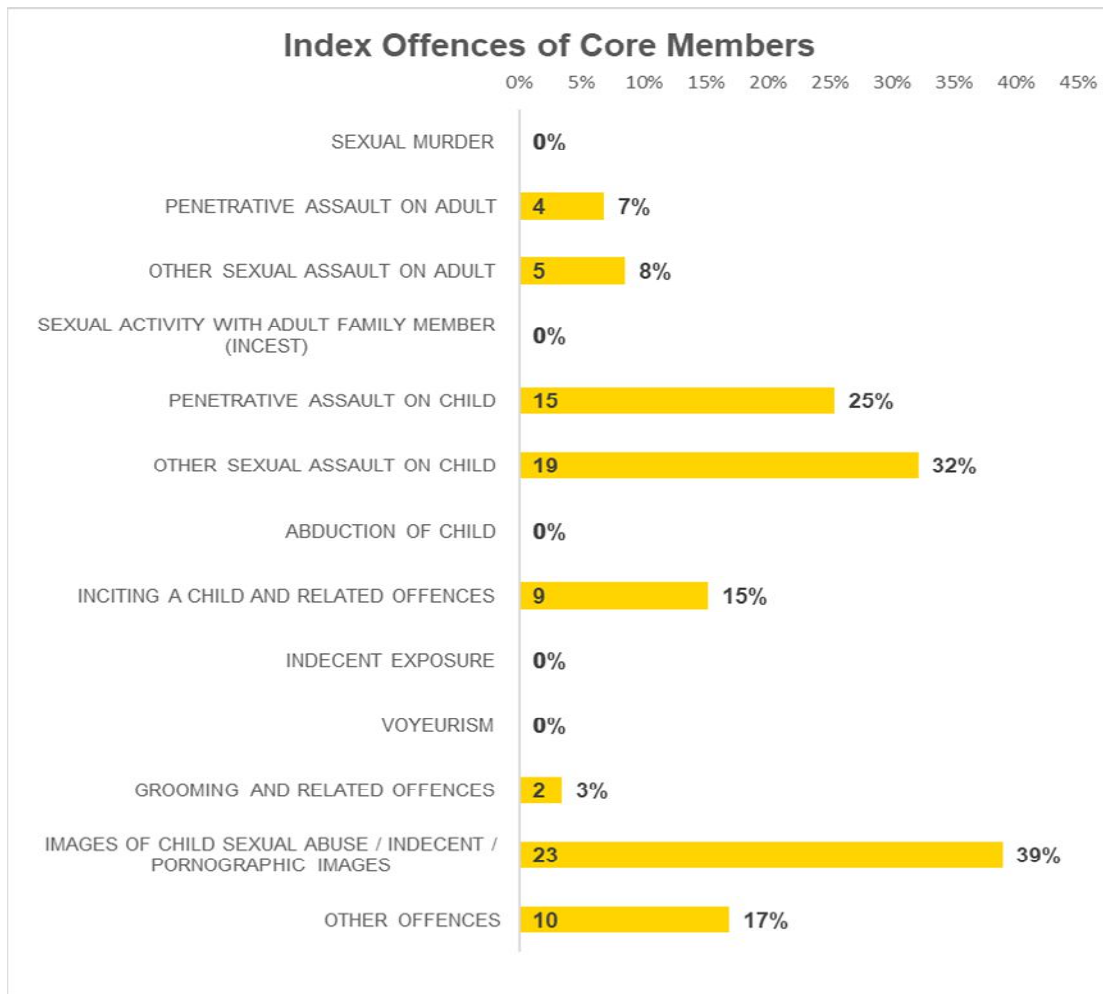


* Only one female Core Member (2%) attended a Circle in comparison to 4% in 2021-22.

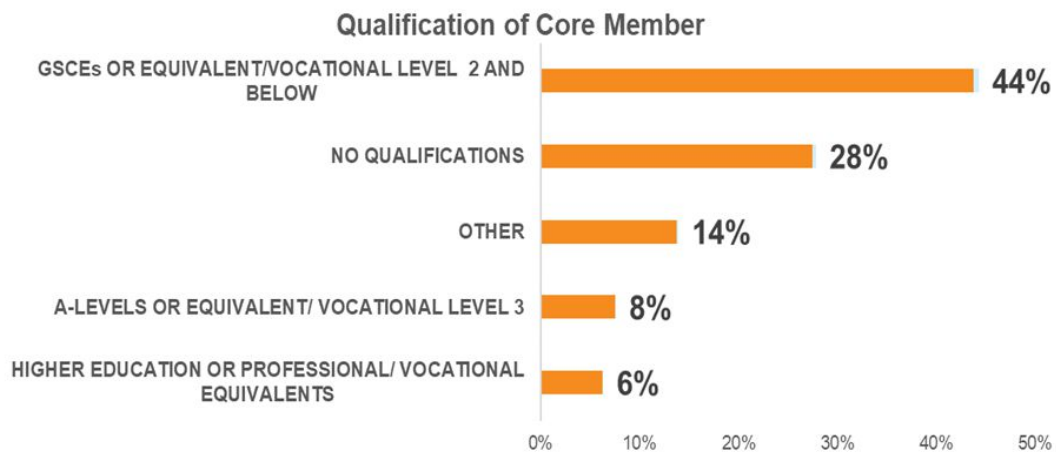


* The race and ethnic breakdown of Core Members are very similar to the UK prison population for those who have committed sexual offences. This makes sense as the majority of Circles referrals come from Probation and Police, usually involving people who have served prison sentences. Even though people of colour are generally overrepresented in the criminal justice system (arrest rates, rates of imprisonment, etc.), people of colour with convictions for sexual offences are under-represented in prison. Interestingly, this is different for other (non-sexual) offences. White people with sexual offences are over-represented in prison which is different for other (non-sexual) offences. More research is needed on why people of colour with convictions for sexual offences are under-represented in the criminal justice system.

OBJECTIVE ONE continued:



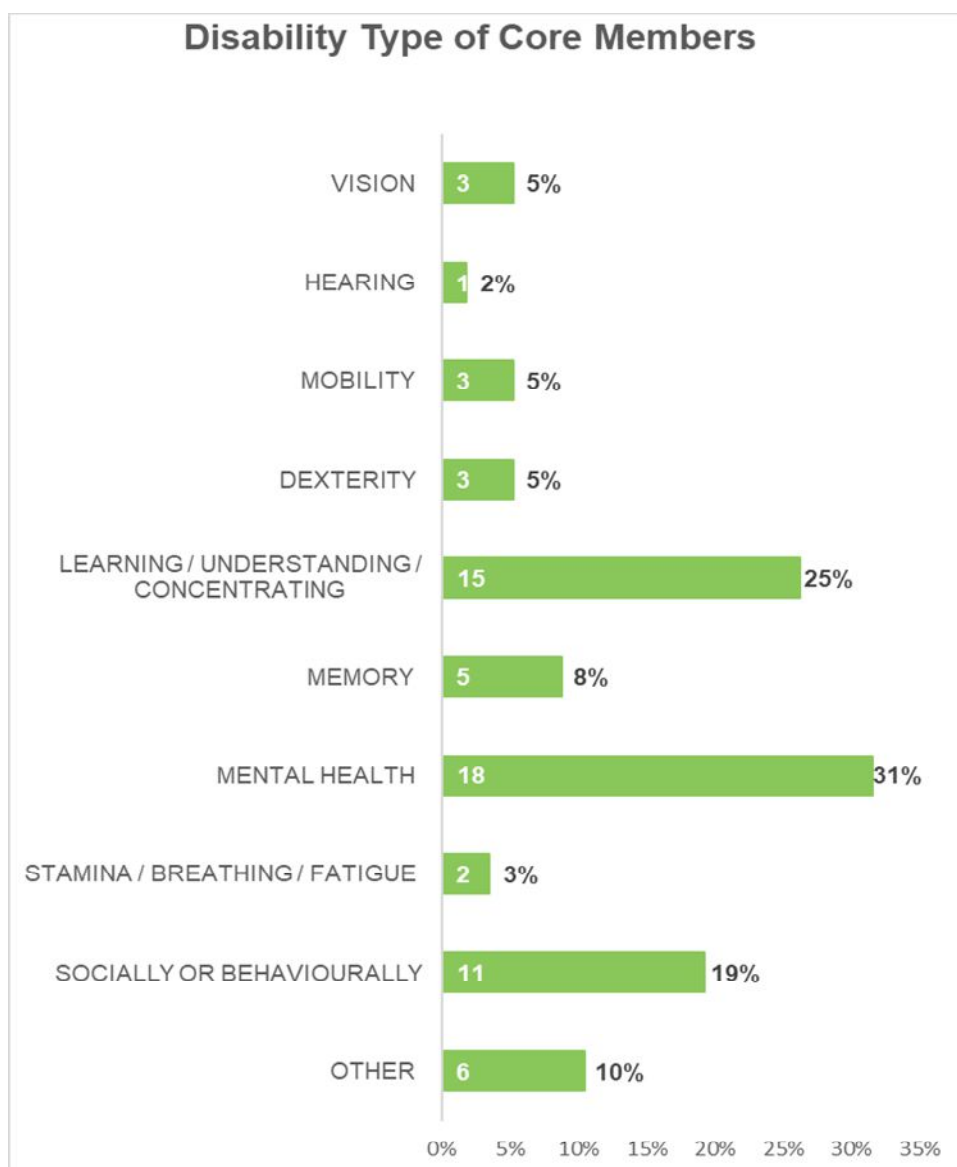
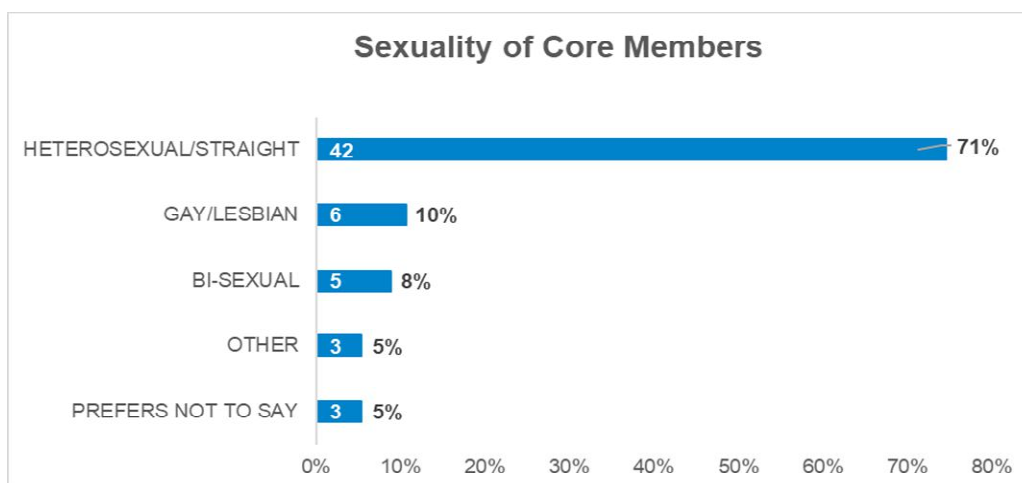
* From this diagram it is clear that offences against children and viewing images of child sexual exploitation material make up the vast majority of offences that are committed by people who have accessed a Circle. Some Core Members have offences in more than one category.



* From this breakdown it is clear that a high percentage of Core Members who accessed a Circle had no educational qualifications (28%), with 44% having GSCEs or equivalent and below.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE ONE continued:



* These figures show that a high percentage of Core Members struggle with mental health and learning (56 %).

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE ONE continued:

Volunteers

Of the newly recruited Volunteers, 150 received initial training which qualified them to participate in a Circle and 167 received supplementary training (training that is over and above the minimum level of training required). 7 of the newly recruited Volunteers were assessed as unsuitable and 8 chose not to proceed after initial training. 227 Volunteers awaited allocation to a Circle, which is one of the highest numbers we have ever seen. This is mainly due to the delay in the awarding of the MOJ contracts as alluded to above and the impact this had on Circles provision in 2022-23.

However, despite the impact of the delay, it is overwhelmingly positive that the contracts were awarded in March 2023. Not only will more Providers deliver a greater number of Circles in 2023-24, but they will also be available in more regions of England and Wales. The new contracts are initially for a duration of two years with a possible rollover period of another two years. It is the intention to continue to work towards national coverage of Circles by working with the MOJ and key stakeholders in the next period to find a way to ensure Circles also become available in the two areas of England where they are currently not being provided (Greater Manchester and the East Region).

OBJECTIVE TWO: Re-launch and promote Circles to key stakeholders and partners.

In 2022-23 Circles UK continued to raise the profile of Circles UK, Circle Providers and Circles and improve public awareness of the impact of sexual abuse and the need to work with those who sexually harm to prevent further victims. We completed the new Circles UK website in March 2023. In addition, the following promoted Circles UK, Circles Providers and Circles:

- The CEO was invited to speak at the AGM and conference of the National Association of Official Prison Visitors in May 2022.
- Circles UK was invited to participate in bilateral discussions between the governments of the UK and Germany to work collaboratively to address child sexual abuse. Three charities were invited to join the discussions, Circles UK, The Lucy Faithfull Foundation and a German charity, Charite Institute of Sexology and Sexual Medicine (which has incorporated the better known Dunkelfeld Project).
- Circles UK met with delegations from both the Japanese and Australian governments in June and July 2022. Both delegations were exploring the possibility of adopting Circles in their countries.
- The CEO was interviewed by Third Sector Magazine on the difficulty to attract funding for organisations that work with 'unpopular' or controversial causes such as Circles UK. The article was published in the magazine in October 2022. This was followed up with a Podcast interview with the CEO and Anne Fox, the CEO of Clinks. The podcast can be accessed through this link: Fundraising for 'difficult' causes: Circles UK CEO Riana Taylor and Anne Fox, CEO of Clinks interviewed, regarding the challenges faced by criminal justice charities in fundraising (listen from 3 mins 37 seconds): <https://www.thirdsector.co.uk/third-sector-podcast-fundraising-difficult-causes/article/1802109>.
- The CEO did a live interview with the BBC's Radio 4 Today Programme in March 2023 which focused on Circles as an effective response to addressing sexual abuse.
- In March 2023, the CEO participated in a panel discussion at Reading University with the journalist Marina Cantacuzino who founded the Forgiveness Project. The interview and panel discussion were facilitated by Rev'd Dr. Mark Laynesmith, Anglican Chaplain at Reading University. The recording of the interview with Marina and the subsequent panel discussion can be accessed here: Forgiveness: An Exploration - in conversation with Marina Cantacuzino MBE - YouTube

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE TWO continued:

- The Board Chair and CEO attended an International Conference on Child Protection which was arranged by the Rachel Heron-Maxwell Trust in March 2023 where the CEO delivered a presentation on the importance of working with people who sexually harm, to protect children.
- Circles UK was approached in 2022 by the European Commission Joint Research Centre who wanted to include a case study of Circles in a report they were preparing for the European Commission (Mapping of Help Seeker and Perpetrator Prevention Initiatives - Child Sexual Abuse and Exploitation). The report can be accessed here: <https://t.co/Baylw1vamq> (the Circles case study is on page 26).

Circles UK continued to build on our presence on social media; our X (formerly Twitter) and Facebook followers continued to increase steadily. Although we are always cautious about how we use social media, these platforms are extremely helpful to promote the work of Circles UK and the Circles Provider network and get relevant information in the public domain.

We continued to receive a high volume of calls and enquiries from a range of people, including those who have been involved in sexual abuse (as victims and perpetrators), professionals needing advice, partners, families, friends and loved ones of perpetrators of sexual abuse and those with an attraction to children who have not engaged in any criminal activity. We also, on occasion, receive calls from highly distressed individuals who are thinking of taking their own lives when their abuse is discovered. Where we are not able to assist, we tend to signpost the person to where they can receive the help and support they need.

In the last year we received a total of 357 enquiries which resulted in almost eight full days of Circles UK staff time. Most of the enquiries were made via a telephone call or on the Circles UK website contact form.

The following table shows the breakdown of the categories of individuals who contacted Circles UK:

CATEGORY OF INDIVIDUAL MAKING ENQUIRY	NUMBER
Professional needing information or advice	132
Church Leader	1
Potential Volunteer	71
Potential Supporter	4
Person with harmful sexual behaviour who has committed a sexual offence	61
Family / Partner / Friend of someone who has committed a sexual offence	24
Student or Researcher	12
Media	7
Other	45
TOTAL	357

- * *More than a third of the enquiries (37%) came from professionals who needed information or advice, followed by 20% from people interested in becoming a Circle Volunteer and 17% from people asking for help and support related to their own harmful sexual behaviour.*

OBJECTIVE THREE: Expand Circles provision to new stakeholder groups.

3.1 Circles ReBoot

The prevalence of online sexual abuse of children is increasing dramatically each year. The Internet Watch Foundation UK cites 250,000 separate confirmed abusive images of children reported in 2022. These images are more concerning in nature than previous years with trends indicating children involved are younger (a third of images involve children aged 7-10) and the nature of the sexual abuse more serious. A large majority of images are now created without the abuser being present but filmed by the child in their own home. This type of abuse occurs in the context of threats, grooming, blackmail, coercion and financial payment.

The increasing use of Child Sexual Exploitation Material (CSEM) appears to relate to the availability, anonymity and affordability of these images on the internet. Some (but not all) perpetrators have a sexual interest in children, but there is some evidence that the use of pornography can 'shape' the interests of users leading them to search for more extreme images. Most users of CSEM are male; in comparison to individuals who are involved in contact sexual offending, they are more likely to be married, have children and hold stable employment. They are also more likely to be previously socially responsible and law-abiding and less likely to have previous convictions or show anti-social traits than contact abusers. For all the above reasons, arrest for these offences can have an explosive and catastrophic effect on the individual, their family and their community. The risk of their taking their life after arrest is very high. The majority (80%) of individuals convicted of CSEM offences do not receive a custodial sentence.

Since COVID there has been an explosion of CSEM offences worldwide and Police and criminal justice agencies report that they are struggling to respond effectively to the problem. In order to respond to this growing need, Circles UK developed a new Circles programme called Circles ReBoot which is specifically for people who access CSEM. Circles ReBoot is designed specifically to address the needs of individuals who have a lower risk threshold, but where it is likely the risk will escalate without intervention. Although lower risk, the individuals suitable for Circles ReBoot are still likely to have a significant level of need. A ReBoot Circle, rather than mentoring, is appropriate because this form of abuse may 'mask' complex and underlying issues in the person's life. As with all Circles, the Core Member is likely to be socially isolated; the interaction and support offered by a Circle is likely to be both a benefit and a catalyst for positive change.

Circles ReBoot follows the proven Circles methodology. After being professionally assessed and having given their consent, the Core Member meets regularly with a group of three to four Volunteers. There is an outer Circle of professionals (Police, Probation, etc.) who make the referral, receive and give updates about progress and attend review meetings. A ReBoot Circle has more structure than a traditional Circle so that relevant issues in the Core Member's life can be addressed comprehensively within a shorter timeframe. The approach follows desistance principles and those of the 'Good Lives' model of rehabilitation (this model promotes working collaboratively with individuals on positive goals; by increasing their personal capabilities and access to legal and legitimate life satisfaction, the risk they present to others is then diminished). The Circle is Core Member centred; they are an active participant and material can be adapted to suit their individual needs.

Despite some interruptions caused by COVID, the pilot of Circles ReBoot (which was delivered by Circles South West and Circles South East) was successfully completed in November 2022.

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE THREE continued:

As Circles ReBoot is the first Circles programme of its kind and is based on slightly different methodology from traditional Circles, there was significant learning during the pilot process, which needed to be captured carefully to inform the post pilot design. The Board and staff would like to express thier sincere gratitude to the funder who made it possible to do the pilot of Circles ReBoot. We are also immensely grateful to the two Circles Providers, Circles South East and Circles South West who worked closely with Circles UK's project manager and other staff to roll out the pilot to an agreed specification; the diligence in providing Circles UK with the required information and participating in regular meetings to assess progress and capture the learning from a new approach.

More information on the evaluation of the pilot is provided later in this report under Objective seven.

3.2 Faith Circles

Work continued on developing a Faith Circle programme that can support faith communities. Specific funding has been secured to address sexual abuse related to worshippers in the Catholic Church. The CEO and the National Development Manager did a presentation to the Welcome Directory in November 2022 offering an overview of Circles with a specific focus on Faith Circles which was well received. This also led to an overview of Circles UK for their newsletter. (The Welcome Directory is a list of Faith Communities willing to support prison leavers <https://www.welcomedirectory.org.uk/>).

Training was also provided for the staff team in the newly established Religious Life Safeguarding Service (RLSS) and this will be built on further in 2023-24. We also established links with the new Operations team in the Catholic Safeguarding Standards Agency (which replaced the previous Catholic Safeguarding Advisory Service).

It is the intention to pursue the roll out of two pilot Faith Circles in 2023-24 to test the methodology in a faith community context.

3.3 Circles in Europe

In the last year we continued to work with our European partners in growing and developing the CirclesEurope Association. The following is a summary of the key developments of the last year:

- The membership of CirclesEurope continued to grow. In 2023, nine European countries and eleven Circle Provider organisations were full members of the Association.
- The General Meeting took place online on 17 June 2022. At the meeting the 2021/22 Annual Financial Report and Annual Activity Report were approved as well as the Policy Plan for 2022-23. The meeting was attended by all the country member representatives as well as Circles staff, Volunteers and supporters of the Association, including attendees from non-European countries. The General Meeting was followed by a seminar which focused on the work with partners of perpetrators of sexual abuse, by Circles South East (UK) (presented by Dom Williams and Lesley Martin) and CoSA Netherlands' work with families and children of Core Members presented by Marijke Bijlsma. The seminar highlighted the need to support families, partners and associates of Core Members as they are secondary victims that are often forgotten.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE THREE continued:

- On 18 July 2022, in the first event of its kind, Circles Volunteers and Coordinators from across Europe came together, by Zoom, to share ideas and talk about their experiences. Four countries were involved in the meeting: Latvia, Belgium, the Netherlands and the UK. The meeting was facilitated by Riana Taylor, Board Chair of CirclesEurope. The meeting allowed Volunteers from differing countries and regions to talk about their experience as a Circle Volunteer and share ideas by comparing how Circles provision in their countries differ and why. Subjects such as how Volunteers communicate with Core Members and how to manage a Core Member you find challenging were all touched upon.
- The Board continued to maintain positive relationships with CoSA Providers outside Europe, including CoSA Canada, CoSA Vermont and others.
- The Board continued discussions with Germany about potentially adopting COSA and also assisted Norway to become members. Staff from Norway COSA attended training sessions in the Netherlands and also attended the volunteer training of Circles South West in the UK.
- As it was three years since the last CirclesEurope Board was elected, members were notified in 2022, in line with the procedures and regulations, and nominations and applications for Board membership were invited. The new Board for the next three years was announced at the General Meeting of 17 June 2022. The new Board consists of Riana Taylor (Chair), Kieran McCartan (Research and Evaluation Lead, UK), Ann Castrel (Belgium), Marijke Bijlsma (Treasurer, the Netherlands) and Mechtild Hoing (Voluntary Member, the Netherlands). Other countries such as Spain and Italy are represented on Board sub-groups.

OBJECTIVE FOUR: Fulfil Circles UK's core leadership role and function towards the Circles Provider network.

The annual residential event for Coordinators was facilitated by Circles UK in May 2022 at the Woodbrooke Study Centre near Birmingham. Dr Nadia Wager provided a session on Best Practice and new developments in desistance. Other areas of focus for the event included in-depth sessions on Risk and Safeguarding and a Trauma Informed approach to deliver Circles, which was facilitated by Circles Provider Respond.

Coordinator Induction training, which is a two-day event for new Circles Coordinators, took place in June 2022 where six new Coordinators were inducted. The Induction Handbook for new Coordinators has been completely rewritten and issued to the new Coordinators.

The Circles Code of Practice version 5 was reviewed and re-issued to Circles Providers in November 2022. It involved a refresh of the section on Governance, included additional requirements on Safeguarding, Service User Involvement and Cybersecurity alongside some further clarification on standards where there has been some ambiguity and disagreement in recent Provider reviews. This also necessitated a review of other core documentation such as the Youth Circle Code of Practice, Membership Application documents and Consolidation and Full Review requirements.

OBJECTIVE FOUR continued:

Circles UK facilitated a Service User Involvement workshop for Circles Providers in April 2022. This is a particularly challenging area in our line of work due to restrictions imposed by the Charity Commission on employing people with convictions for sexual offences in senior and Trustee positions. Other forms of Service User Involvement that may be acceptable for people who have committed other types of offences may also be viewed as controversial in our field. The workshop was highly successful based on feedback from attendees. Paula Harriott, Head of Prisoner Engagement, Prison Reform Trust presented on why User Involvement in work with people with convictions matters. We also facilitated discussions on what is User Involvement, what is considered best practice, the Charity Commission's position, and Circles South East shared their experiences of establishing a Service User Engagement Group.

Two Provider Compliance Reviews took place in 2022-23. One organisation achieved a high score, and the Circles UK reviewers made the following comments which demonstrated the high quality of their practice:

'Respond were highly commended on the high-quality service offered to individuals whose complexity and challenging behaviour most organisations are ill-equipped to work with. Also, the skills and confidence of the Circles team who manage significant risks whilst creating a safe space where people who have been often badly hurt, but are also very capable of hurting others, have room to grow and flourish. Respond offers a truly unique service and opportunity for Core Members whilst working effectively with other agencies and managing and addressing any risks presented' (Respond Review Report).

One other Provider did not meet the 80% threshold. Areas that did not meet the standards were primarily related to Governance, Financial Management, Planning, Reporting, Staff and Volunteers. However, they performed strongly in relation to Effective Delivery, Public Protection and Risk Management. The organisation responded positively to the Compliance Review Report and the associated Action Plan (required to be completed within six months) and has worked proactively to address the issues.

Regarding the MOJ Circles contracts, awarded in March 2023, three new Circles Providers were successful. These are Nepacs covering the North East (in partnership with Circles Humercare for Yorkshire and the Humber) and the North West, the Lucy Faithfull Foundation covering West Midlands and Adferiad (in partnership with St Giles) covering Wales. Work will continue with them in 2023-24 to ensure they are compliant with the Code of Practice and meeting the other requirements for Circles UK membership.

OBJECTIVE FIVE: Continue to build the financial health and sustainability of Circles UK.

During the last year we continued to keep close oversight of Circles UK's accounts, spending patterns, cash flow and income generation through the Finance Sub-Committee with finance reports to all Board meetings in line with Board of Trustees governance responsibilities. Due to the delay in the awarding of MOJ Circles contracts (referred to in previous sections of this report), we effected some savings, mainly related to less travel and subsistence expenses, as well as the delay in training of new Coordinators and assisting new Providers to achieve membership of Circles UK. As mentioned in the introduction, we ended the 2022-23 financial year on a surplus to budget of £153,46. The close monitoring and emphasis on income generation will continue in the next period with the aim to continue to increase Circles UK's long-term sustainability.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE FIVE continued:

Maintaining positive relationships with funders remained a key priority, especially in the light of the knock-on effect of the uncertainty and instability brought about by COVID and latterly the cost-of-living and high inflation crisis. We remain grateful for the support of our existing funders. We also focused on developing new Circles programmes (Circles ReBoot and Faith Circles, as referred to in Objective three). Additional Circles programmes not only meet a necessary need in addressing sexual abuse in society but are also intended to broaden the income base for Circles Providers, which is part of the drive to ensure overall sustainability of the Circles model.

In addition, the following received attention:

- The Board agreed for an additional bank account to be opened to enable the organisation to spread its income between banks to mitigate against the £85,000 protected financial limit.
- A report which details grant income goes to the Finance Committee at least once a year to enable the Committee to monitor income and success in funding applications.
- The Circles UK salary payment system was reviewed to ensure there were sufficient back-ups in the event of the Business /Office Manager not being available to arrange salary payments.
- Circles UK applied for an additional one-off grant from the MOJ to enable us to address capacity challenges that we envisaged would result, once the MOJ Circles contracts were awarded (and potentially a large number of new Providers to be supported to achieve Circles UK membership in a short space of time). Due to the delay in the awarding of the contracts, a decision on the additional grant application was also delayed.

OBJECTIVE SIX: Ensure sound governance, leadership and management of Circles UK.

Circles UK continued to have regular Board of Trustees meetings in 2022-23, a mixture of face to face and online meetings. The Annual General Meeting took place face to face in November 2022 but was also live streamed to enable people who could not attend in person to be part of the proceedings.

One Trustee resigned in September 2022 and one new Trustee joined Circles UK in January 2023. In July 2022 the National Development Manager left Circles UK's employment and was replaced by a new staff member who took up the role in October 2022. Five Board meetings took place in 2022/23 of which, one was a special meeting (July 2022) to approve two Provider membership applications.

In addition, the Trustees held a face to face Away Day in February 2023 to consider the organisation's strategic objectives, assess opportunities and threats, and plan for the next period. This was also an opportunity to review the Board make up, skills and succession planning needs. Decisions taken, informed the priorities and objectives of the Strategic Plan to ensure that the external environment, governance issues and risks have been fully considered. In addition to the longer-term Strategic Plan, Circles UK also produced a detailed annual Business Plan and Risk Register which is reviewed regularly by the Trustees. The Business Plan forms the basis of performance objectives that are set for all staff, and are assessed through an annual appraisal. The operational staff team and the Office/Business Manager attend Board meetings with the CEO to enable the Trustees to engage regularly with a wider staff team.

The Circles UK Safeguarding Policy and Data Protection Policy were reviewed and approved by the Board. A Safeguarding report is considered by the Board at every Board meeting. There is a designated Trustee who leads on safeguarding for the Board. All requirements of the Charity Commission, Companies House and the Information Commissioner's Office were met, including the annual inspection of Circles UK's Accounts, Confirmation Statement to Companies House, Annual Return to the Charity Commission, registration with the Information Commissioner's Office and submitting the Accounts on time.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

OBJECTIVE SEVEN: Continue to develop the evidence base to demonstrate the impact and effectiveness of Circles.

Circles UK continued to oversee the Research and Evaluation Committee which comprises of independent academics, a MOJ Research Manager and Circles Provider representatives.

Circles UK entered into a partnership with independent researchers from onlinePROTECT and Royal Holloway University (Prof Derek Perkins and Assoc Prof Hannah Merdian) to do the evaluation of the Circles ReBoot pilot. The interim report was released in February 2023, showing positive results. The evaluation was based on the RE-AIM feasibility evaluation framework, and the interim results confirmed that the programme design and methodology are appropriate for the service user group, the materials are effective, and Circle Coordinators and Volunteers confirmed that the semi-structured programme worked well. The Board and staff would like to express their appreciation to Profs Perkins and Merdian for their assistance with the evaluation and professional advice and guidance.

The final evaluation report is expected to be published in July 2023. Changes recommended by the evaluation will be incorporated in the post pilot programme. The following quotes from the interim evaluation report demonstrate some positive qualitative findings:

Comment by a Core Member:

I've actually been going out into social situations, alone, [by] myself, and things like that, which is incredible for me, who's been a self-isolating loner (Core Member).

Comment by a Volunteer:

Yeah, socially he improved quite a lot which was not necessarily something we were expecting ... towards the end of the process he had way more eye contact, he was talking more, even starting conversations with me yesterday which was a big, a big thing (Volunteer).

Comment by a Circles Coordinator:

His Probation Officer came along (to the review) and just said how he'd been transformed, how he made eye contact with everybody when he came into the Probation Office now, as well as the Circle, and how she thought he'd been a transformed character... Physically his body language was more relaxed and comfortable and engaging, he brought Easter eggs for the Volunteers at the last meeting as a 'goodbye' which was a very positive sign and socially adept. I'd describe it as just the clunkiness just seemed to go from him (Circles Coordinator).

Circles UK also worked with the MOJ Datalab on a reconviction analysis of Circles. This is an ongoing piece of work which is expected to be completed in 2024/ 2025.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2023

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINER

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) which the charitable company's examiner is unaware, and each Trustee has taken all the steps they ought to have taken as a trustee in order to make them aware of any information and to establish that the charitable company's examiner is aware of that information.

Independent Examiner

The examiner, Simon Porter FCA, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD

Dr C Pike - Trustee
November 2023

**Independent Examiner's Report to the Trustees of
Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

I report to the trustees on my examination of the financial statements of Circles of Support and Accountability UK (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the financial statements of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in accordance with section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

November 2023

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2023

		2023		2022
		Unrestricted funds	Restricted funds	Total Funds
	Note	£	£	£
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary income	2	360,662	100,000	460,662
Investment income	3	1,679	-	1,679
Total Incoming Resources		362,341	100,000	462,341
RESOURCES EXPENDED				
Cost of generating funds				
Fundraising trading: cost of goods sold				
		16,819	-	16,819
and other costs				28,926
Governance costs		2,608	-	2,608
Other resources expended	4	167,349	122,100	289,449
Total Resources Expended		186,776	122,100	308,876
NET INCOMING RESOURCES				
		175,565	(22,100)	153,465
58,460				
Total funds brought forward				
		360,164	22,100	382,264
323,804				
TOTAL FUNDS CARRIED FORWARD				
		535,730	-	535,730
382,264				

The notes form part of these financial statements

Balance Sheet
At 31 March 2023

	Note	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	8	8,290	-	8,290	2,260
CURRENT ASSETS					
Debtors	9	29,533	-	29,533	22,764
Cash at bank and in hand		533,191	-	533,191	441,030
		<u>562,724</u>	<u>-</u>	<u>562,724</u>	<u>463,794</u>
CREDITORS					
Amounts falling due within one year	10	(35,284)	-	(35,284)	(83,790)
NET CURRENT ASSETS		<u>527,440</u>	<u>-</u>	<u>527,440</u>	<u>380,004</u>
NET ASSETS		<u>535,730</u>	<u>-</u>	<u>535,730</u>	<u>382,264</u>
FUNDS	11				
Unrestricted funds				535,730	360,164
Restricted funds				-	22,100
				<u>535,730</u>	<u>382,264</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on November 2023 and were signed on its behalf by:

Dr C Pike - Trustee

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Cash Flows
for the Year Ended 31 March 2023

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Cash flow from operating activities				
Net income per SOFA	175,565	(22,100)	153,465	58,460
Less: Investment income	(1,679)	-	(1,679)	(319)
Add back depreciation	1,540	-	1,540	1,669
Decrease/(increase) in debtors	(6,769)	-	(6,769)	(7,462)
Increase in creditors	(48,506)	-	(48,506)	(61,191)
	<u>120,151</u>	<u>(22,100)</u>	<u>98,051</u>	<u>(8,843)</u>
Cash flows from investing activities				
Capital expenditure	(7,570)	-	(7,570)	(944)
Investment income	1,679	-	1,679	319
	<u>(5,891)</u>	<u>-</u>	<u>(5,891)</u>	<u>(625)</u>
Net increase/(decrease) in cash:	114,260	(22,100)	92,160	(9,468)
Total cash as at 1 April 2022	<u>418,930</u>	<u>22,100</u>	<u>441,030</u>	<u>450,498</u>
Total cash as at 31 March 2023	<u><u>533,191</u></u>	<u><u>-</u></u>	<u><u>533,191</u></u>	<u><u>441,030</u></u>

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historic cost convention.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its

Office equipment	- 33% straight line
Fixtures and fittings	- 25% reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

For the Year Ended 31 March 2023					2023	2022
					£	£
2. VOLUNTARY INCOME						
Gift aid donations					4,388	5,085
Donations					2,922	2,985
Grants					420,503	349,940
Subscriptions					2,300	3,077
Sales income					30,549	4,901
					<u>460,662</u>	<u>365,988</u>
Grants received, included in the above, are as follows:						
Grants to restricted funds (see note 11)					122,100	77,900
Other grants					298,403	272,040
Total grants					<u>420,503</u>	<u>349,940</u>
3. INVESTMENT INCOME						
Deposit account interest					<u>1,679</u>	<u>319</u>
4. SUPPORT COSTS						
	Management	Finance	Other	Totals		
	£	£	£	£		
Other resources expended	<u>287,827</u>	<u>82</u>	<u>1,540</u>	<u>289,449</u>		
5. NET INCOMING RESOURCES						
					2023	2022
					£	£
Net resources are stated after charging:						
Depreciation - owned assets					<u>1,540</u>	<u>1,669</u>
6. TRUSTEES' REMUNERATION AND BENEFITS						
There were no trustees' remuneration or other benefits for the year ended 31 March 2022 (2021 - nil).						
Trustees' expenses						
Trustees' expenses reimbursed during the year ended 31 March 2023 amounted to £1,866 (2022 - £1,431).						
					2023	2022
					£	£
7. STAFF COSTS						
Wages and salaries					187,264	188,357
Social security costs					14,433	15,148
Other pension costs					14,353	14,631
					<u>216,050</u>	<u>218,136</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

8. TANGIBLE FIXED ASSETS	Plant and machinery etc £	
COST		
At 1 April 2022		23,431
Additions		7,570
At 31 March 2023		<u>31,001</u>
DEPRECIATION		
At 1 April 2022		21,171
Charge for year		1,540
At 31 March 2023		<u>22,711</u>
NET BOOK VALUE		
At 31 March 2023		<u>8,290</u>
At 31 March 2022		<u>2,260</u>
	2023 £	2022 £
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Debtors	23,310	15,571
Prepayments	6,223	7,193
	<u>29,533</u>	<u>22,764</u>
10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	11,032	1,258
Pensions	2,776	3,137
PAYE and NI	4,592	5,380
Deferred income	14,912	72,050
Accrued expenses	1,254	1,247
Other creditors	718	718
	<u>35,284</u>	<u>83,790</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

11. MOVEMENT IN FUNDS

	At 1 April 2022 £	Incoming resources £	Resources expended £	At 31 March 2023 £
Restricted Funds				
National Philanthropic Trust	22,100	100,000	122,100	-
Total Restricted Funds	22,100	100,000	122,100	-
Unrestricted funds	360,164	362,341	186,776	535,730
TOTAL FUNDS	<u>382,264</u>	<u>462,341</u>	<u>308,876</u>	<u>535,730</u>

12. GUARANTEE

The members of the company have agreed to contribute £1 each to the assets of the company in event of it being wound up.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2023

	2023 £	2022 £
INCOMING RESOURCES		
Voluntary income		
Gift aid donations	4,388	5,085
Donations	2,922	2,985
Grants	420,503	349,940
Subscriptions	2,300	3,077
Sales income and commission received	30,549	4,901
	<u>460,662</u>	<u>365,988</u>
Investment income		
Deposit account interest	1,679	319
TOTAL INCOMING RESOURCES	<u><u>462,341</u></u>	<u><u>366,307</u></u>
RESOURCES EXPENDED		
Fundraising trading: cost of goods and other costs		
Purchases	16,819	28,926
Governance costs		
Accountancy	2,608	2,685
Support costs		
Management		
Wages	187,264	188,357
Social security	14,433	15,148
Pensions	14,353	14,631
Insurance	2,326	1,646
Light and heat	1,138	1,220
Telephone	1,843	1,744
Postage and stationery	191	75
Rent and services	20,327	19,516
Consultancy fees	3,870	1,023
Legal and professional fees	7,374	3,821
Life assurance	3,128	4,277
Travel and subsistence	8,009	5,689
Books and periodicals	9	-
Carried forward	<u>264,265</u>	<u>257,147</u>

This page does not form part of the statutory financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2023

	2023 £	2022 £
Management		
Brought forward	264,265	257,147
Equipment maintenance	34	25
Computer consumables	8,219	7,073
Office expenses	4,742	3,095
Meeting costs	3,126	1,671
Subscriptions	1,247	1,056
Staff welfare and training	725	390
Training Costs	1,604	979
Repairs & renewals	692	100
Cleaning	3,173	2,926
	<u>287,827</u>	<u>274,462</u>
Finance		
Bank charges	82	105
Other		
Depreciation	1,540	1,669
TOTAL RESOURCES EXPENDED	<u><u>308,876</u></u>	<u><u>307,847</u></u>
NET INCOME	<u><u>153,465</u></u>	<u><u>58,460</u></u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: 6457347 (England and Wales)
REGISTERED CHARITY NUMBER: 1122641

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2022
for**

**Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

**Contents of the Financial Statements
for the Year Ended 31 March 2022**

	Page
Report of the Trustees	1 to 15
Independent Examiner's report	16
Statement of Financial Activities	17
Balance Sheet	18
Statement of Cash Flows	19
Notes to the Financial Statements	20 to 23
Detailed Statement of Financial Activities	24 to 25

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005, and the accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared mindful of the need to demonstrate the public benefit of the charity's work, and to this end presents the year's achievements under the headings of the seven key objectives and workstreams through which Circles UK currently meets its charitable purposes.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
6457347 (England and Wales)

Registered Charity number
1122641

Registered office

Abbey House
Abbey Square
Reading
Berkshire
RG1 3BE

Trustees

Mr S Bailey	(appointed 23 March 2022)
Mr N Barnes	
Ms J Carroll	
Mr G Marshall	Chair (resigned 30 November 2021)
Dr C Pike	Chair (appointed 30 November 2021)
Ms P Mullan	
Mr D Sheppard	(resigned 20 September 2022)
Mr G Williams	
Mr J Wilson	Treasurer

CEO/Company Secretary

Ms R Taylor

Independent Examiner

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

PURPOSE, OVERVIEW AND OPERATING MODEL

Circles UK's vision is of 'no more victims'. Its mission is to enhance public safety by working with individuals who have sexually abused others, and are at risk of doing so again, to self-manage inappropriate thoughts and behaviours, reintegrate safely into society and lead responsible lives.

Circles UK was established in 2008 to oversee the provision of Circles of Support and Accountability ('Circles') in England and Wales and owns the Circles brand and Intellectual Property Rights. Organisations which run Circles must become members of Circles UK and operate within the requirements of a Code of Practice. These Circles 'Providers', as they are known, are subject to biennial audits by Circles UK to ensure that quality and safety standards are maintained.

A Circle is a group of Volunteers from a local community which form a Circle around a person with a conviction for a sexual offence or who has engaged in harmful sexual behaviour. This person is referred to as the 'Core Member'. Each Circle consists of four to six Volunteers and a Core Member. The Circle aims to provide a supportive social network that also requires the Core Member to take responsibility (be 'accountable') for his/her ongoing risk management. The Circle can also provide support and practical guidance in such things as developing their social skills, finding suitable accommodation, or helping the Core Member to find appropriate hobbies and interests. While helping the Core Member to settle into the community, the Volunteers also assist them in recognising patterns of thought and behaviour that could lead to their reoffending. Within it, the Core Member can grow in self-esteem and develop healthy adult relationships, maximising his or her chances of successfully reintegrating into the community and live a positive offence free life.

Volunteers are closely managed and supervised by professional Coordinators who are employed by Circles Providers. The Core Member is involved from the beginning, is included in all decision making and, like all other members of the Circle, signs an agreement committing him or herself to the Circle and its aims. Each Circle is unique because it is individually designed around the needs of the Core Member. Should the Core Member show signs that they may be at risk of reoffending, the 'Inner Circle' of Volunteers will work with Police, Probation Service and other statutory services who provide the 'Outer Circle', who may take action to protect the public.

The Circle seeks to prevent further sexual abuse by reducing stigma and social isolation; factors known to be strongly associated with sexual recidivism. The Circle focuses on a person's 'positives' and 'strengths' and seeks to support him/her to access safe social outlets and opportunities, avoid dangerous and enabling situations and behaviours and manage day to day challenges. In so doing the Circle serves to help reduce the risk of reoffending associated with alienation and the attendant risk of harm to existing and potential victims.

Since 2008 close to 1,200 Circles have completed successfully. Evaluation studies have consistently shown that Circles play a crucial role in supporting the risk management of individuals convicted of sexual offences, increase emotional wellbeing of Core Members, assist them in forming appropriate relationships, help them engage in meaningful activities and support them to find and retain suitable accommodation, all factors that are known to reduce reoffending. Circles provide a significant contribution in helping to reduce sexual abuse. As an organisation, Circles UK advocates and raises awareness of the importance of providing support to perpetrators of sexual abuse to address the root causes and prevent further victims. As a recognised authority in this area of work, over the past fourteen years, we have also trained and helped set up Circles programmes in Australia, Belgium, Bulgaria, Latvia, the Netherlands, Scotland, Catalonia and Spain. The Circles UK CEO currently chairs the CirclesEurope Association Board.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

Circles UK's key values are:

- **Safety** - We work towards the objective of 'no more victims'.
- **Responsibility** - Holding individuals and organisations to account for their actions.
- **Inclusiveness** - Managing risk through inclusion not exclusion.
- **Community involvement** - Recognising the importance of community involvement.
- **Growing and learning** - Recognising that with necessary support and challenge, people have the ability to grow, learn and change their behaviour.
- **Individuality and respect** - Treating people with humanity and respect.

This Trustees' Report reflects the operation of the Circles UK charity rather than the detailed activities of Circles and Circles Providers across England and Wales.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association incorporated on 19 December 2007 and amended on 13 October 2009 and 4 December 2015. It is constituted as a company limited by guarantee, as defined by the Companies Act 2006.

Recruitment, induction and training of Trustees

All new Trustees are required to complete an induction programme. Briefings on key policies, priorities and projects are provided as well as a comprehensive pack containing copies of key documents, organisational information and expectations relating to their duties as Trustees. The charity provides a designated budget for Trustees to assist in the fulfillment of their responsibilities, which includes funding for Trustee development. At least one Away Day is held every year to enable the Trustees to plan together to determine the strategic direction of the organisation. Charity Commission guidelines and new requirements are shared with Trustees and training is arranged where required.

Recruitment of Trustees is through open advertising as well as head hunting (due to the specialist and sensitive nature of the organisation's work) and seeks to ensure a skills-based Board that best represents the needs of the organisation. This is reviewed annually. Trustees make a declaration of eligibility to serve as a Trustee, complete a Safeguarding declaration upon appointment as well as a DBS check. Declarations of interest and Safeguarding are signed and updated annually. Declarations of interest are also asked for at each Board meeting.

As reported in the last report, the Circles UK Board Chair, Gerry Marshall came to the end of his term and was due to retire in 2020. Due to COVID-19, it proved difficult to recruit a new Chair and the Chair agreed to extend his involvement for another year. The recruitment process was started again in July 2021, and we are pleased that a new Chair (Dr Calvin Pike) took up the role in November 2021.

Organisation and Membership

Membership of Circles UK includes all local or regional Circles of Support and Accountability Providers, as organisations, which have formally agreed to deliver Circles in accordance with the Circles UK national Code of Practice and demonstrated that they meet the other membership eligibility requirements. This membership provides a wide range of entitlements, on payment of a membership fee, including use of the Circles UK trade marked logo and brand materials, media support, regular training and support and engagement in the charity's governance procedures as defined in its Memorandum and Articles of Association. Providers have to demonstrate a high standard of compliance to maintain membership of Circles UK. There is regular liaison and consultation with Providers through meetings, working parties, briefings and informal liaison.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Additional categories of Associate and Affiliate membership are available for organisations operating Circles outside England and Wales, and for those providing a similar service but not one recognised by Circles UK as Circles of Support and Accountability. This is likely to be an adaptation of the Circles model, applied to another service user group or a Circle Provider that operates in a different legal jurisdiction. These membership categories provide some entitlements, but no formal engagement in the governance of the overarching charity.

By the end of the financial year 2021-22 there were ten Full Member Providers providing Circles across England and Wales. There were two Associate members (one in Ireland and one in Scotland).

Governance and Risk Management

In 2021-22 Circles UK was governed by a Board of eight Trustees which set the strategic direction and provided scrutiny on aspects like performance and financial viability. Decisions on strategic direction, key policies, financial and legal requirements and governance are taken at Trustees meetings. Some Board members also participate in sub-committees and working groups, which consider in detail such matters as finance, income generation, sustainability, brand architecture and organisational risk, referring to the main Board for decision. Trustees' meetings are held at least five times a year and are attended by the Chief Executive and senior members of the operational team. Day-to-day management of the Charity is delegated by the Trustees to the Chief Executive.

Trustees fully recognise and execute their responsibilities in identifying and managing organisational risk, and in ensuring that appropriate policies and controls are in place. Circles UK has an organisational Risk Register in place which is reviewed by the Trustees. This involves a review of both internal and external risks and seeks to minimise risks through the establishment of procedures and the monitoring of written protocols in relation to all workstreams, projects as well as external developments that may pose risk to the organisation and its network of Circles Member Providers. The aim of these reviews is to ensure that any new risks are considered and steps to mitigate those risks are identified and implemented. The Finance Sub-Committee is chaired by the Treasurer and meets quarterly to monitor financial matters. It has incorporated the Audit and Risk function to provide the Board with enhanced scrutiny of strategic and key organisational risks, as well as projects that are of major strategic significance.

Key strategic priorities:

Although the impact of COVID-19 reduced significantly in the last year, its ongoing and lingering effects continued to be felt. This resulted in a delay in the pilot roll out of Circles UK's new programme for people who access child sexual exploitation material (called Circles ReBoot) as well as ongoing instability in Circles delivery due to Staff, Volunteers and Service Users (Core Members) going off sick. However, despite the ongoing challenges, face to face Circles largely resumed and both Circles UK and Circle Providers became better at the use of hybrid systems. Circles Providers should take credit for their use of innovative methods of delivery to continue to provide valuable support to Core Members, Volunteers and Circle staff.

Some training for Volunteers and for external organisations took place online. We realised early on that online training could not use the same methodology as face-to-face training. As a result, the Circles UK team invested time to review our training courses and develop digital materials and approaches. This was well received and resulted in positive feedback. It also enabled us to increase the international participation at our training and other events.

Report of the Trustees
for the Year Ended 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Key strategic priorities continued:

Apart from COVID, the cost-of-living crisis which has been exacerbated by the war in Ukraine and related issues caused further concern. There are real risks to funding for both Circles UK and Circles Providers, as some trusts and foundations that were open to providing funding for Circles provision and projects, changed their funding criteria to prioritise societal issues related to the cost-of-living crisis. Research published by the Charities Aid Foundation and YouGov in early 2022 found that just 25% of people made a donation to charity in a given month – two million fewer people than usual. Circles UK has also seen a reduction in regular giving contributions, although it still represented a stable income for which we are extremely grateful.

The highlight for the year is without a doubt the decision by the Ministry of Justice that Circles would be commissioned nationally for the Probation Service in all regions in England and Wales. The commissioning process is expected to be launched in August 2022 with a commencement of new Circles contracts coming into effect in February 2023. This will enable Circles to be delivered throughout England and Wales, ensuring that the current postcode lottery of delivery is done away with, more Core Members will be able to access a Circle and more communities will be kept safe from sexual abuse.

Circles UK continued to grow the organisation's sustainability and financial health. It ended the 2021-22 financial year on a surplus to budget of £58,460 which is extremely positive. This was largely the result of travel and subsistence savings and the delay in the roll out of Circles ReBoot. There was continuous close oversight of the organisation's financial and risk management by the Finance Sub-Committee and scrutiny by the full Board of Trustees. We are extremely grateful for our supporters and funders who continued to support our work, enabling us to develop and expand our services. However, risks (financial and other) clearly remain as the UK and the international world is likely to be impacted significantly in the next period by widespread challenges related to the war in Ukraine, increased energy costs, spiralling inflation rates and a cost-of-living crisis.

Public Benefit

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and considered how planned activities will contribute to those objectives.

Circles UK's focus most relates to the following objectives contained in the Charity Commission's guidance:

- a) To advance education and training, to relieve poverty and to promote and protect the good health of people who are likely to or who have committed offences and the families of such persons affected by such offences in order to assist with the prevention of such offences, particularly sexual offences;
- b) To advance the public's education in the understanding of approaches to public protection and prevention of crime.

Reserves Policy

The Trustees continued to be committed to maintaining a prudent approach to building financial reserves and ensuring expenditure is well controlled. The Trustees' ongoing intention is to hold reserves of at least three months operational funding and have continued to achieve that in the 2021-22 financial year. In addition, the full costs that would be required in the unfortunate event of having to shut down the organisation are costed and reviewed at least annually by the Board of Trustees to ensure that the required reserves are left protected and kept in a separate bank account.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

Principal Funding Sources

The climate for income generation remains extremely difficult across the charitable sector and the cost-of-living crisis which came on the heels of the instability caused by COVID-19 exacerbated the pressures and competition for funding. However, Circles UK has continued to benefit from the support and partnership of a number of charitable trusts and foundations. For Circles UK, with its services rooted in a deeply challenging and controversial field of work, certain sources of income routinely available to other charities tend to be closed to us. For example, major fundraising events and public fundraising campaigns are unlikely to ever be successful methods of fundraising. We are extremely grateful for the generous support we have continued to receive from the regular donors of our 'Friends Scheme' as well as the charitable trusts and foundations that have continued to support us so generously. Without this support we would not be able to do the valuable work we do.

We are also very grateful for the grant we have continued to receive from the Ministry of Justice /HMPPS. This grant income currently represents Circles UK's primary income, and we remain extremely grateful to the grant manager and other Ministry of Justice/HMPPS colleagues for their continuous support.

We also want to express our appreciation for the Circles UK pro bono and other Volunteers and individuals, who have provided practical help through their time and expertise over the year in a variety of ways. Besides these individuals the Trustees wish to thank specifically the following organisations:

AB Charitable Trust	National Philanthropic Trust UK
Esmée Fairbairn Foundation	Porticus UK
The Mary Kinross Charitable Trust	The Tudor Trust
Ministry of Justice / HMPPS	

OVERVIEW OF THE 2021-2022 STRATEGIC OBJECTIVES

The next section of the report will detail the achievements under Circles UK's strategic objectives which are contained in its Strategic Plan 2020-2022.

OBJECTIVE ONE: Address areas where geographical coverage of Circles has decreased and explore ways in which provision can be increased and / or reinstated.

Although most Circles provision returned to face to face, the continuous knock-on effect of COVID-19 especially in the first part of 2021-22 had an impact on the number of Circles that were completed. A total of 104 Circles were provided (in comparison to 124 in 2020-21). Providers also reported that they have seen a steady decline in Volunteers as a result of COVID-19 and Volunteer numbers went down from 413 to 377.

There were 257 initial referrals which resulted in 183 actual referrals. The reason that not all initial referral enquiries result in actual referrals is due to a range of factors such as Core Member unsuitability for a Circle and changes in circumstances of a Core Member.

In March 2022 there were 18 individuals waiting for a Circle.

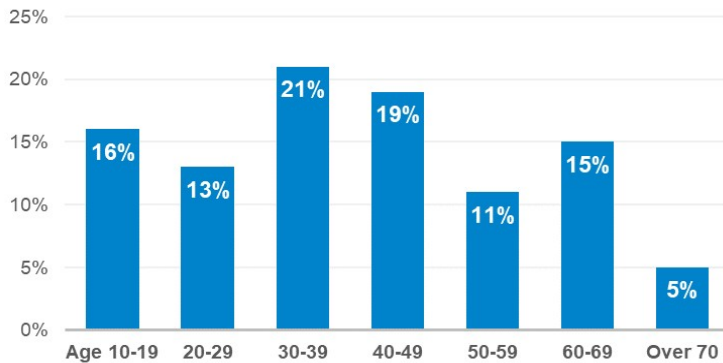
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE ONE continued:

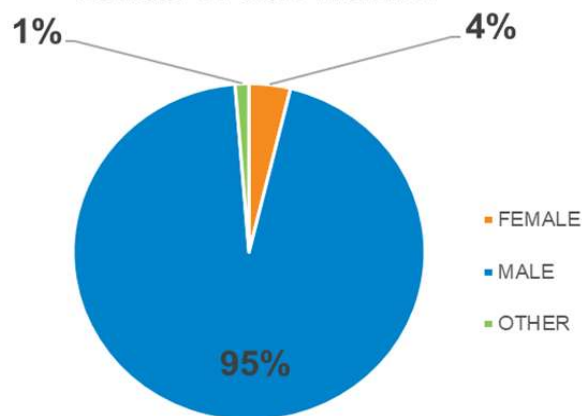
In terms of the profile of the Core Member in a Circle, the following is of interest:

Age at Acceptance for Circle

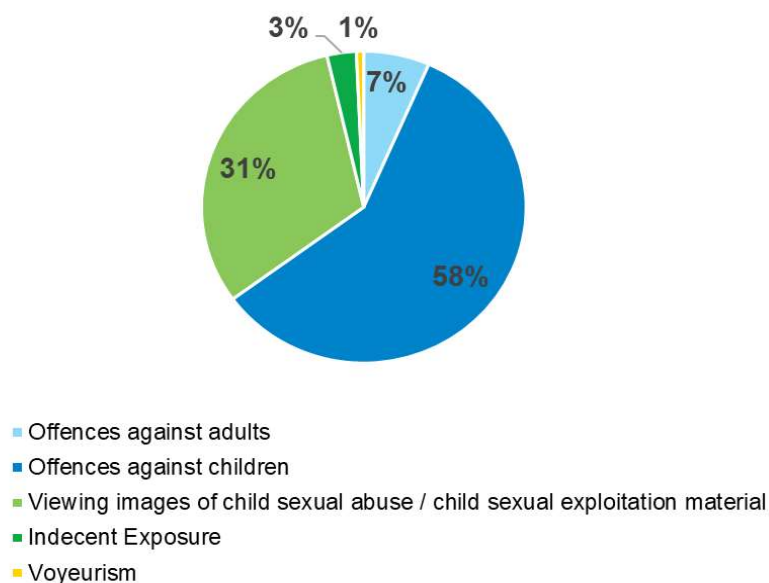


** It is interesting that 50 % of Core Members were over the age of 40, which is different from people committing other types of offences, where younger age groups tend to dominate.*

Gender of Core Member



Index Offences

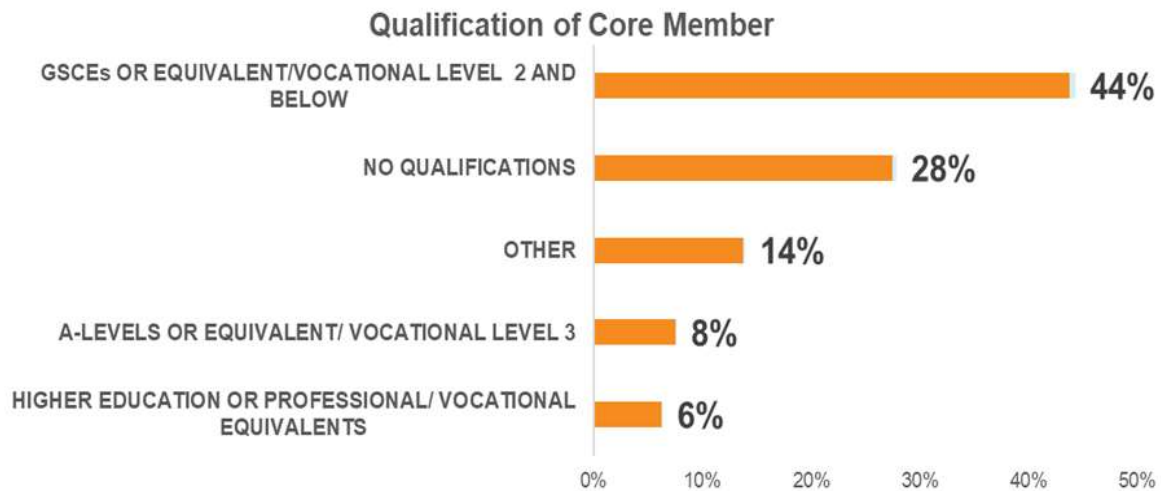


** From this pie chart it is clear that offences against children and viewing images of child sexual exploitation material make up the vast majority of offences that are committed by people who have accessed a Circle.*

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE ONE continued:



** From this table it is clear that a high percentage of Core Members who accessed a Circle had no educational qualifications (28%), with 44% having GSCEs or equivalent and below.*

Of the newly recruited Volunteers, 224 received initial training which qualified them to participate in a Circle and 248 received supplementary training (training that is over and above the minimum level of training required). In March 2022, 55 potential Volunteers were waiting for initial training.

Previous Annual Reports made reference to the devastating impact when Probation funding was withdrawn from Circles Providers in 2019 resulting in a reduction in the number of Providers from 16 to 9. This meant that large parts of the country lost Circles provision, which might have left communities less safe. It is therefore with delight that we can report that after extensive discussions, the Ministry of Justice took the decision in 2021-22 to formally commission Circles for the whole of England and Wales. This decision is largely premised on the strong evidence base that demonstrates that Circles reduce risk of the service user (Core Member), help protect the public and assist with reducing sexual reoffending. This will mean that Circles can be purchased by the Probation Service in all regions of England and Wales which will hopefully do away with the current postcode lottery that exists because Circles are only available in some parts of the country. The Invitation to Tender is expected to be published at the beginning of August 2022. The intention is for the new contracts to come into play in February 2023. The contracts would be for two years with a possible roll over period of another two years. This will provide stable income to Circles Providers and will enable us to expand provision to cover most regions in England and Wales.

OBJECTIVE TWO: Re-launch and promote Circles to key stakeholders and partners.

In 2021-22 Circles UK continued to raise the profile of Circles UK, Circle Providers and Circles and raise public awareness of the impact of sexual abuse and the need to work with perpetrators to prevent further victims. The following is worth mentioning:

- In October 2021 we did a presentation to staff of the Tackling Child Sex Abuse Unit of the Home Office. We were asked to attend a follow up meeting in November 2021 to provide information specifically on Circles ReBoot, our new Circles Programme which is for people who access Child Sexual Exploitation Material.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE TWO continued:

- A seminar on Circles and its methodology was facilitated for the Isle of Wight and Hampshire Barnardo's Champions Network.
- We were invited for an interview and discussion with Café Théologique in Reading in March 2022. Café Théologique is hosted by the University of Reading Chaplaincy and is a space to explore contemporary issues from a theological perspective. The interview focused on Circles, how they work and their underpinning philosophy to answer the question: 'Can perpetrators of sexual abuse change and should we even try?' The event was well attended and also live streamed and resulted in very interesting questions and discussions.
- The CEO was invited to attend a Restorative Justice Leaders event on 4 March 2022 which was organised by the Restorative Justice Council. The meeting was attended by about 25 representatives (mostly charities, Restorative Justice Council staff and members of the All-Parliamentary Group on Restorative Justice). The purpose was to explore the relevance of Restorative Justice, its link to other initiatives and projects (such as Circles) and how best to promote it to be better funded and utilised.
- Circles UK continued to participate in the Stakeholder Advisory Group of the Durham University Institute for Catholic Studies. The group is part of the research structure of a research project Boundary Breaking: The Ecclesial-cultural Implications of the Sex Abuse Crisis within the Catholic Church of England and Wales. A meeting was attended in March 2022 in Durham to consider the dissemination of the first research results of the study. This collaboration is helpful as it provides a valuable sounding board for Circles UK's own project with the Catholic Church (Fellowship Circles).
- Circles UK was honoured to be approached by Lady Edwina Grosvenor to record a Podcast interview about Circles. Lady Grosvenor is a prison philanthropist who has founded the charity One Small Thing. The interview formed part of her criminal justice podcast series of podcasts which shine a light on unusual and innovative approaches in the criminal justice system. The podcast was launched in March 2022 and can be accessed here: <https://play.acast.com/s/justice/in-conversation-with-riana-taylor>

We also continued to build on our presence on social media; our Twitter and Facebook followers continued to increase steadily. Although we are always cautious about how we use social media, these platforms are extremely helpful to promote the work of Circles UK and the Circles Provider network and get relevant information in the public domain. One area of our work that is not widely known is the high number of enquiries we receive from a range of people, including those who have been involved in sexual abuse (as victims and perpetrators), professionals needing advice, families, friends and loved ones of perpetrators of sexual abuse and those with an attraction to children who have not engaged in any criminal activity. We also, on occasion, receive calls from highly distressed individuals who are thinking of taking their own lives, when their abuse is discovered. Where we are not able to assist, we tend to signpost the person to where they can receive the help and support they need. As a result of an increase in distress calls, Circles UK has invested in additional training for staff.

In the last year we received a total of 452 enquiries which took up roughly 10 full days of Circles UK staff time. Most of the enquiries were made via telephone call (212) or the Circles UK website contact form (182).

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE TWO continued:

The following table shows the breakdown of the categories of individuals who contacted Circles UK:

CATEGORY OF INDIVIDUAL MAKING ENQUIRY	NUMBER
Professional needing information or advice	174
Church Leader	1
Potential Volunteer	67
Potential Supporter	4
Person who has committed a sexual offence	77
Family/Partner/Friend of someone who has committed a sexual offence	30
Student or Researcher	17
Media	15
Other	67
TOTAL	452

** Close to a quarter of the enquiries are from people who have either committed a sexual offence or a family member, partner or friend supporting someone who has committed such an offence.*

OBJECTIVE THREE: Expand Circles provision to new stakeholder groups.

The alarming increase in online abuse and accessing Child Sexual Exploitation Material that was reported during the first COVID lockdown period, continued in the last financial year and is of major concern to criminal justice agencies who are not able to cope with the increasing demand on their services. The Internet Watch Foundation (IWF) reported that 2021 was the year they saw sexual abuse imagery of girls being shared more widely than any previous year. Girls were seen in 97% of the imagery that they helped to remove. Almost 7 in 10 instances of child sexual abuse involved 11–13-year-olds. Self-generated child sexual abuse, where children are coerced to film themselves in their bedrooms is now the predominant type of child sexual abuse imagery the IWF is finding online (IWF website).

Circles ReBoot, the new Circles programme, directed at people who view illegal images of children is therefore a welcome and much needed development. After significant delays due to COVID-19, the first of the twelve pilot Circles ReBoot, commenced in November 2021. The evaluation design was completed, and ethics approval was obtained from Royal Holloway University. Circles UK is pleased to be working in partnership with Prof Derek Perkins and Dr Hannah Merdian from OnlinePROTECT on the evaluation of the Circles ReBoot pilot. The pilot is expected to be completed in October 2022 after which the evaluation results will be published. It is the intention to launch the evaluation report at an international online event, as the results are awaited with great interest. The emerging findings are interesting and have shown no undue concern about the methodology and implementation of the programme.

In the last year we also worked with our European partner organisations to continue to develop the CirclesEurope Association. The Circles UK CEO continued to chair the Board. The following is a summary of the key developments of the last year:

- The membership of the CirclesEurope Association grew. At the end of March 2022, eight European countries and ten Circle Provider organisations were full members of the Association.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE THREE continued:

- The CirclesEurope Association Annual General Meeting took place online on 8 October 2021. It was followed by a seminar presented by Dr Bart Claes from Avans University in the Netherlands which focused on the relationship between Circles and Restorative Justice. The meeting was attended by seven country representatives as well as European Circles staff, Volunteers and supporters of the Association. Representatives from non-European countries also attended including from Canada, New Zealand and Australia.
- Circles UK was asked to participate at the Latvian Prison and Probation Service's Mediation and Restorative Justice Week (21-25 November 2021). The session facilitated, focused on Volunteer support and how Circles can incorporate Restorative Justice principles and practice. We also continued to provide support and information to Latvia to develop their Circles service.
- The CirclesEurope Association also provided support and advice to Germany and Norway on starting Circles projects.

OBJECTIVE FOUR: Fulfil Circles UK's core leadership role and function towards the Circles Provider network.

The annual residential event for Coordinators was facilitated by Circles UK at the Quaker Study Centre near Birmingham. Dr Nadia Wager provided the keynote address with the theme of Desistance. Other areas of focus for the event included in-depth sessions on Risk and Safeguarding and a Trauma Informed approach to deliver Circles, which was facilitated by Circles Provider Respond.

The Induction Handbook for new Coordinators has been completely rewritten and issued to new Coordinators. There was a two-day face to face training event for all new Coordinators which took place in September 2021. This training has also been refreshed and updated. Ten Coordinators from five different Providers attended the event.

Work continued to replace the Dynamic Risk Review (DRR), which is used to assess the Core Member's progress, with a modernised and strengths-based assessment. The new tool is called the Strengths Development Review (SDR) and makes provision for both the Core Member and the Volunteers to complete the SDR which will give richer information than before (the DRR was only completed by the Volunteers). It will also track the strengths, skills and key outcomes that Core Members develop throughout the course of a Circle. Most importantly, it will still include risk information and will monitor how the Core Member's risk changes over the course of a Circle. We will also be able to draw off interesting trends and produce reports and graphs for Providers at the end of each Circle. The Strengths Development Review was successfully launched to the Providers in November 2021 at an online event.

Two Provider Compliance Reviews took place in 2021-22 and both Providers achieved excellent results. The following comments of the Circles UK reviewers reflect the positive findings of the reviews:

OBJECTIVE FOUR continued:

- *All three Circles (under review) had been impacted with, for example, delays to the start, temporary moves onto Zoom contact, reduced activities for the Young Person, but all three had retained the engagement and commitment of the Core Members and Volunteers. Perhaps the most powerful commendation to the COVID pandemic was from the interviews with the three Core Members. For vulnerable individuals, their Circle appears to have been a crucial lifeline and has offered them support and engagement with others during a prolonged period of anxiety and isolation. Where two Core Members' Circles had moved temporarily onto Zoom delivery, they stated they were very grateful when face to face contact resumed; it was not through lack of Volunteer effort on Zoom, but they clearly found face to face contact invaluable. The Trustees, Staff and Volunteers deserve to be very proud of the service delivered in such a difficult and uncertain time (Circles South West Review).*
- *Support for staff and Volunteers included online coffee mornings and regular newsletters including a focus on well-being. Reviewers especially liked the very detailed practical guidance about video conferencing and remote contact by phone. It was apparent that delivering services during the pandemic has been demanding in both time and imagination. It was very clear from all the work achieved that the Board, Senior Managers, staff and Volunteers swiftly embraced the challenges presented by COVID and worked together to ensure very isolated service users received contact and support during such an extraordinarily difficult period (Circles South East Review).*

A third Provider review was scheduled for 2021-22 but could not take place for that organisation due to insufficient numbers of Circles having been completed due to COVID-19. However, the review was re-scheduled for later in 2022.

A successful Consolidation review of a new Provider also took place. A Consolidation review is required from new Providers within one year of having become a member of Circles UK. The Consolidation review is to confirm that the new Provider is delivering Circles in accordance with the standards and requirements of the Circles UK Code of Practice. The following comment from the Circles UK reviewer reflects the positive outcomes for a Core Member:

- *I think it is helpful to complete this report by focusing on outcomes for the Core Member. At the time of the review, he was moving into independent accommodation and voluntary employment. In our interview he said he had been surprised how well the Circle has gone, especially his own level of engagement. He described the organisation as very supportive, helpful and encouraging. They "treat me as a normal person." He spoke well of the Coordinator and his skills in putting people at ease. He would recommend Circles to another person. "If someone is thinking of having a Circle, I would say yes, but they need to be a willing participant" (Humbercare Consolidation Review).*

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE FIVE – Continue to build the financial health and sustainability of Circles UK.

During the last year we continued to keep very close oversight of Circles UK's accounts, spending patterns, cash flow and income generation through the Finance Sub-Committee with finance reports to all Board meetings in line with Board of Trustees governance responsibilities. Due to the ongoing impact of COVID-19 we effected some savings, mainly related to less travel and subsistence expenses as well as the delay to the roll out of Circles ReBoot. We ended the 2021-22 financial year on a surplus to budget of £58,460. The close monitoring and emphasis on income generation will continue in the next period with the aim to continue to increase Circles UK's long-term sustainability.

Maintaining positive relationships with funders remained a key priority, especially in the light of the added uncertainty and instability that was brought about by COVID-19 and latterly the cost-of-living crisis. We remain grateful for the support of our existing funders. We also focused on developing new Circles programmes (like Circles ReBoot, as referred to above). New Circles programmes not only meet a necessary need in addressing sexual abuse but are also intended to broaden the income base for Circles Providers, which is part of the drive to ensure overall sustainability of the Circles model.

In addition, the following received attention:

- We considered the Fitch credit ratings of the Circles UK's bank accounts and wrote to query the risks related to one bank's rating. The Board also agreed for an additional bank account to be opened to enable the organisation to spread its income between banks to mitigate against the £85,000 protected financial limit.
- Circles UK migrated from the Sage financial system to Xero. This is a more modern and cloud-based system which has more resilience and stronger back up functions. The new system has also significantly increased the clarity of financial reporting.
- The Circles UK Finance Committee Terms of Reference was reviewed and updated.

OBJECTIVE SIX: Ensure sound governance, leadership and management of Circles UK.

As referred to in the introductory section of the report, the Board Chair approached the end of his serving term in 2020 and a recruitment drive for a new Chair was started in April 2020. However, due to the challenges of COVID-19, it proved difficult to recruit a suitable chair and it was agreed to extend the then Chair's serving period by one year. However, after a successful recruitment round in 2021, a new Board Chair was appointed, and he took up role in November 2021. He underwent a comprehensive induction process and also accessed online training on key aspects, that would support his role as Chair.

A new Trustee also joined Circles UK's Board in March 2022. As a previous Chief Constable and expert in the area of child protection, he brought significant expertise to the Board.

Circles UK continued to have regular Board of Trustees meetings in 2021-22, a mixture of face to face and online meetings. The Annual General Meeting took place face to face in November 2021, was also live streamed for the first time, to enable people who could not attend face to face to watch the proceedings. At the AGM we formally said goodbye to the previous Chair and welcomed the new one. The AGM was also followed by a leaving function for the previous Chair.

The Trustees held a face to face Away Day in February 2022 to consider the key strategic issues and risks and plan for the next period. This informed the priorities and key objectives of the Strategic Plan to ensure that the external environment, governance issues and risks have been fully considered. In addition to the longer-term Strategic Plan, Circles UK also produced a detailed annual Business Plan and Risk Register which is reviewed regularly by the Trustees.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

OBJECTIVE SIX continued:

All requirements of the Charity Commission, Companies House and the Information Commissioner's Office were met including the annual inspection of Circles UK's Accounts, Confirmation Statement to Companies House, registration with the Information Commissioner's Office and submitting the Accounts on time.

OBJECTIVE SEVEN: Continue to develop the evidence base to demonstrate the impact and effectiveness of Circles.

Circles UK continued to oversee the Research and Evaluation Committee. The Committee considered research applications, advised on the development of the Strengths Development Review (SDR) as referred to in OBJECTIVE FOUR and considered and approved the creation of an Ethics Committee function for Circles UK, for small scale evaluations. The Committee also considered and approved a proposal for the Fellowship Circles pilot evaluation.

It is important to note that Circles have been referred to positively in a number of research reports and publications. Her Majesty's Inspectorate of Probation (HMIP) recently updated the research section on their website to make specific comments on the effectiveness of Circles as a commissioned service used by the Probation Service. Their findings focused on Circles provided by Circles South West (which was looked at as part of an inspection of the South West Probation region). The following two statements show strong endorsement for Circles:

- *'Circles of Support & Accountability have been found to reduce risk and increase compliance with registration requirements'.*
- *'COSA has been found to reduce reoffending and increase compliance by high-risk sexual offenders'.*

The section on their website also used Circles South West's two-minute summary explainer of how a Circle works. The full section can be accessed on the HMIP website at: <https://www.justiceinspectorates.gov.uk/hmiprobation/research/the-evidence-base-probation/specific-sub-groups/sexual-offending/?s=09>

The recognition by HMIP is not only extremely positive for Circles South West but for the Circles movement as a whole.

The European Commission's European Committee on Crime Problems which makes recommendations to member States regarding the assessment, management and reintegration of persons accused or convicted of a sexual offence, published guidance in which Circles are mentioned explicitly. Rule 32 states: '96. Risk management is the remit of trained professionals; however, community integration schemes involving trained members of the public (i.e., Circles of Support and Accountability or a community Restorative Justice programme/intervention, see Rule 33) can be used if the appropriate safeguarding measures are in place'.

Circles UK also contributed to a book chapter for ATSA Netherlands. The book was launched at an online event on 21 January 2022. The chapter details are: McCartan, K., Hoing, M., & Taylor, R. (in press). Expanding interventions to integrate men who have sexually offended back into the community: Circles of Support and Accountability in Europe (In Challenges in the Management of People Convicted of a Sexual Offence: A Way Forward). Palgrave Macmillan. The link to the full collection is here: <https://doi.org/10.1007/978-3-030-80212-7>. The link to the chapter is: https://link.springer.com/chapter/10.1007/978-3-030-80212-7_14

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2022

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINER

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) which the charitable company's examiner is unaware, and each Trustee has taken all the steps they ought to have taken as a trustee in order to make them aware of any information and to establish that the charitable company's examiner is aware of that information.

Independent Examiner

The examiner, Simon Porter FCA, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD

Dr C Pike - Trustee
November 2022

Independent Examiner's Report to the Trustees of
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

I report on the accounts of the company for the year ended 31 March 2022 which are set out on pages seventeen to twenty-three.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006; and
 - which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities,have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

November 2022

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2022

		2022			2021
		Unrestricted funds	Restricted funds	Total Funds	Total Funds
	Note	£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary income	2	365,988	-	365,988	335,334
Investment income	3	319	-	319	742
Total Incoming Resources		366,307	-	366,307	336,076
RESOURCES EXPENDED					
Donations made		-	-	-	-
Cost of generating funds					
Fundraising trading: cost of goods sold and other co		28,926	-	28,926	1,053
Governance costs		2,685	-	2,685	2,941
Other resources expended	4	198,336	77,900	276,236	278,468
Total Resources Expended		229,947	77,900	307,847	282,462
NET INCOMING RESOURCES		136,360	(77,900)	58,460	53,614
Total funds brought forward		223,804	100,000	323,804	270,190
TOTAL FUNDS CARRIED FORWARD		360,164	22,100	382,264	323,804

The notes form part of these financial statements

Balance Sheet
At 31 March 2022

	Note	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	8	2,260	-	2,260	2,985
CURRENT ASSETS					
Debtors	9	22,764	-	22,764	15,302
Cash at bank and in hand		418,930	22,100	441,030	450,498
		<u>441,694</u>	<u>22,100</u>	<u>463,794</u>	<u>465,800</u>
CREDITORS					
Amounts falling due within one year	10	(83,790)	-	(83,790)	(144,981)
NET CURRENT ASSETS		<u>357,904</u>	<u>22,100</u>	<u>380,004</u>	<u>320,819</u>
NET ASSETS		<u>360,164</u>	<u>22,100</u>	<u>382,264</u>	<u>323,804</u>
FUNDS	11				
Unrestricted funds				360,164	223,804
Restricted funds				22,100	100,000
				<u>382,264</u>	<u>323,804</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on November 2022 and were signed on its behalf by:

Dr C Pike - Trustee

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Cash Flows
for the Year Ended 31 March 2022

	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
Cash flow from operating activities				
Net income per SOFA	136,360	(77,900)	58,460	53,614
Less: Investment income	(319)	-	(319)	(742)
Add back depreciation	1,669	-	1,669	1,118
Decrease/(increase) in debtors	(7,462)	-	(7,462)	(8,933)
Increase in creditors	(61,191)	-	(61,191)	84,097
	<u>69,057</u>	<u>(77,900)</u>	<u>(8,843)</u>	<u>129,154</u>
Cash flows from investing activities				
Capital expenditure	(944)	-	(944)	(3,160)
Investment income	319	-	319	742
	<u>(625)</u>	<u>-</u>	<u>(625)</u>	<u>(2,418)</u>
Net increase/(decrease) in cash:	68,432	(77,900)	(9,468)	126,736
Total cash as at 1 April 2021	<u>350,498</u>	<u>100,000</u>	<u>450,498</u>	<u>323,762</u>
Total cash as at 31 March 2022	<u><u>418,930</u></u>	<u><u>22,100</u></u>	<u><u>441,030</u></u>	<u><u>450,498</u></u>

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historic cost convention.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its

Office equipment	- 33% straight line
Fixtures and fittings	- 25% reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

	2022 £	2021 £		
2. VOLUNTARY INCOME				
Gift aid donations	5,085	4,820		
Donations	2,985	5,550		
Grants	349,940	321,819		
Subscriptions	3,077	1,670		
Sales income	4,901	1,475		
	<u>365,988</u>	<u>335,334</u>		
Grants received, included in the above, are as follows:				
Grants to restricted funds (see note 11)	77,900	100,000		
Other grants	272,040	221,819		
Total grants	<u>349,940</u>	<u>321,819</u>		
3. INVESTMENT INCOME				
Deposit account interest	<u>319</u>	<u>742</u>		
4. SUPPORT COSTS				
	Management £	Finance £	Other £	Totals £
Other resources expended	<u>274,462</u>	<u>105</u>	<u>1,669</u>	<u>276,236</u>
5. NET INCOMING RESOURCES			2022 £	2021 £
Net resources are stated after charging:				
Depreciation - owned assets			<u>1,669</u>	<u>789</u>
6. TRUSTEES' REMUNERATION AND BENEFITS				
There were no trustees' remuneration or other benefits for the year ended 31 March 2022 (2021 - nil).				
Trustees' expenses				
Trustees' expenses reimbursed during the year ended 31 March 2022 amounted to £1,431 (2021 - £40).				
			2022 £	2021 £
7. STAFF COSTS				
Wages and salaries			188,357	196,544
Social security costs			15,148	15,564
Other pension costs			14,631	15,239
			<u>218,136</u>	<u>227,347</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

8. TANGIBLE FIXED ASSETS	Plant and machinery etc £	
COST		
At 1 April 2021		22,487
Additions		944
At 31 March 2022		<u>23,431</u>
DEPRECIATION		
At 1 April 2021		19,502
Charge for year		1,669
At 31 March 2022		<u>21,171</u>
NET BOOK VALUE		
At 31 March 2022		<u>2,260</u>
At 31 March 2021		<u>2,985</u>
	2022	2021
	£	£
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Debtors	15,571	9,270
Prepayments	7,193	6,032
	<u>22,764</u>	<u>15,302</u>
10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	1,258	452
Pensions	3,137	2,444
PAYE and NI	5,380	5,350
Deferred income	72,050	133,750
Accrued expenses	1,247	2,267
Other creditors	718	718
	<u>83,790</u>	<u>144,981</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

11. MOVEMENT IN FUNDS

	At 1 April 2021 £	Incoming resources £	Resources expended £	At 31 March 2022 £
Restricted Funds				
National Philanthropic Trust	100,000	-	77,900	22,100
Total Restricted Funds	<u>100,000</u>	<u>-</u>	<u>77,900</u>	<u>22,100</u>
 Unrestricted funds	 223,804	 366,307	 229,947	 360,164
 TOTAL FUNDS	 <u><u>323,804</u></u>	 <u><u>366,307</u></u>	 <u><u>307,847</u></u>	 <u><u>382,264</u></u>

12. GUARANTEE

The members of the company have agreed to contribute £1 each to the assets of the company in event of it being wound up.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2022

	2022 £	2021 £
INCOMING RESOURCES		
Voluntary income		
Gift aid donations	5,085	4,820
Donations	2,985	5,550
Grants	349,940	321,819
Subscriptions	3,077	1,670
Sales income and commission received	4,901	1,475
	<u>365,988</u>	<u>335,334</u>
Investment income		
Deposit account interest	319	742
TOTAL INCOMING RESOURCES	<u><u>366,307</u></u>	<u><u>336,076</u></u>
RESOURCES EXPENDED		
Donations made	-	-
Fundraising trading: cost of goods and other costs		
Purchases	28,926	1,053
Governance costs		
Accountancy	2,685	2,941
Support costs		
Management		
Wages	188,357	196,544
Social security	15,148	15,564
Pensions	14,631	15,239
Insurance	1,646	1,566
Light and heat	1,220	854
Telephone	1,744	1,437
Postage and stationery	75	274
Rent and services	19,516	19,514
Consultancy fees	1,023	4,783
Legal and professional fees	3,821	2,500
Life assurance	4,277	5,312
Travel and subsistence	5,689	26
Books and periodicals	-	29
Carried forward	<u>257,147</u>	<u>263,642</u>

This page does not form part of the statutory financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2022

	2022 £	2021 £
Management		
Brought forward	257,147	263,642
Equipment maintenance	25	335
Computer consumables	7,073	6,096
Office expenses	3,095	1,233
Meeting costs	1,671	(390)
Subscriptions	1,056	755
Staff welfare and training	390	77
Funds disbursed through other Circles Projects	-	1,500
Training Costs	979	1,098
Repairs & renewals	100	153
Cleaning	2,926	2,770
	<u>274,462</u>	<u>277,269</u>
Finance		
Bank charges	105	81
Other		
Depreciation	1,669	1,118
TOTAL RESOURCES EXPENDED	<u><u>307,847</u></u>	<u><u>282,462</u></u>
NET INCOME	<u><u>58,460</u></u>	<u><u>53,614</u></u>

This page does not form part of the statutory financial statements

Accounts

REGISTERED COMPANY NUMBER: 6457347 (England and Wales)
REGISTERED CHARITY NUMBER: 1122641

**Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2021
for**

**Circles of Support and Accountability UK
(A Company Limited by Guarantee)**

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

**Contents of the Financial Statements
for the Year Ended 31 March 2021**

	Page
Report of the Trustees	1 to 12
Independent Examiner's report	13
Statement of Financial Activities	14
Balance Sheet	15
Statement of Cash Flows	16
Notes to the Financial Statements	17 to 20
Detailed Statement of Financial Activities	21 to 22

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005, and the accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared mindful of the need to demonstrate the public benefit of the charity's work, and to this end presents the year's achievements under the headings of the seven key objectives and workstreams through which Circles UK currently meets its charitable purposes.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
6457347 (England and Wales)

Registered Charity number
1122641

Registered office

Abbey House
Abbey Square
Reading
Berkshire
RG1 3BE

Trustees

Mr N Barnes	
Ms J Carroll	
Mr G Marshall	Chair
Ms P Mullan	
Mr D Sheppard	
Mr G Williams	
Mr J Wilson	Treasurer

CEO/Company Secretary

Ms R Taylor

Independent Examiner

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

PURPOSE, OVERVIEW AND OPERATING MODEL

Circles UK's vision is of 'no more victims'. Its mission is to enhance public safety by working with individuals who have sexually abused others, and are at risk of doing so again, to self-manage inappropriate thoughts and behaviours, reintegrate safely into society and lead responsible lives.

Circles UK was established in 2008 to oversee the provision of Circles of Support and Accountability ('Circles') in England and Wales and owns the Circles brand and Intellectual Property Rights. Organisations which run Circles must become members of Circles UK and operate within the requirements of a Code of Practice. These Circles 'Providers', as they are known, are subject to biennial audits by Circles UK to ensure that quality and safety standards are maintained.

A Circle is a group of volunteers from a local community which form a Circle around a person with a conviction for a sexual offence or who have engaged in harmful sexual behaviour. This person is referred to as the 'Core Member'. Each Circle consists of four to six Volunteers and a Core Member. The Circle aims to provide a supportive social network that also requires the Core Member to take responsibility (be 'accountable') for his/ her ongoing risk management. The Circle can also provide support and practical guidance in such things as developing their social skills, finding suitable accommodation, or helping the Core Member to find appropriate hobbies and interests. While helping the Core Member to settle into the community, the Volunteers also assist them in recognising patterns of thought and behaviour that could lead to their reoffending. Within it, the Core Member can grow in self-esteem and develop healthy adult relationships, maximising his or her chances of successfully reintegrating into the community and live a positive offence free life.

Volunteers are closely managed and supervised by professional Coordinators who are employed by Circles Providers. The Core Member is involved from the beginning, is included in all decision making and, like all other members of the Circle, signs an agreement committing him or herself to the Circle and its aims. Each Circle is unique because it is individually designed around the needs of the Core Member. Should the Core Member show signs that they may be at risk of reoffending, the 'Inner Circle' of Volunteers will work with Police, Probation Service and other statutory services who provide the 'Outer Circle', who may take action to protect the public.

The Circle seeks to prevent further sexual abuse by reducing stigma and social isolation; factors known to be strongly associated with sexual recidivism. The Circle focuses on a person's 'positives' and 'strengths' and seeks to support him/her to access safe social outlets and opportunities, avoid dangerous and enabling situations and behaviours and manage day to day challenges. In so doing the Circle serves to help reduce the risk of reoffending associated with alienation and the attendant risk of harm to existing and potential victims.

Since 2008 more than a 1,000 Circles have completed successfully. Evaluation studies have consistently shown that Circles play a crucial role in supporting the risk management of individuals convicted of sexual offences, increase emotional wellbeing of Core Members, assist them in forming appropriate relationships, help them engage in meaningful activities and support them to find and retain suitable accommodation, all factors that are known to reduce reoffending. Circles provide a significant contribution in helping to reduce sexual abuse. As an organisation, Circles UK advocates and raises awareness of the importance of providing support to perpetrators of sexual abuse to address the root causes and prevent further offending. As a recognised authority in this area of work, over the past twelve years, we have also trained and helped set up Circles programmes in Australia, Belgium, Bulgaria, Latvia, the Netherlands, Scotland and Spain. The Circles UK CEO currently chairs the CirclesEurope Association Board.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

Circles UK's key values are:

- **Safety** - Working towards the objective of 'no more victims'.
- **Responsibility** - Holding individuals and organisations to account for their actions.
- **Inclusiveness** - Managing risk through inclusion not exclusion.
- **Community involvement** - Recognising the importance of community involvement.
- **Growing and learning** - Recognising that with necessary support and challenge, people have the ability to grow, learn and change their behaviour.
- **Individuality and respect** - Treating people with humanity and respect.

This Trustees' Report reflects the operation of the Circles UK charity rather than the detailed activities of Circles and Circles Providers across England and Wales.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles of Association incorporated on 19 December 2007 and amended on 13 October 2009 and 4 December 2015. It is constituted as a company limited by guarantee, as defined by the Companies Act 2006. The Articles allow for 15 Trustees, one third of whom must retire by rotation at each AGM, after the first AGM of the charity.

Recruitment, induction and training of Trustees

All new Trustees are required to complete an induction programme. Briefings on key priorities and projects are provided as well as a comprehensive pack containing copies of key documents, organisational information and expectations relating to their duties as Trustees. The charity provides a designated budget for Trustees to assist in the fulfillment of their responsibilities, which includes funding for Trustee development. At least one Away Day is held every year to enable the Trustees to plan together to determine the strategic direction of the organisation. Charity Commission guidelines and new requirements are shared with Trustees and training is arranged where appropriate.

Recruitment of Trustees is through open advertising as well as head hunting (due to the specialist and sensitive nature of the organisation's work) and seeks to ensure a skills-based Board that best represents the needs of the organisation. This is reviewed annually. Trustees make a declaration of eligibility to serve as a Trustee and also complete a Safeguarding declaration upon appointment. Declarations of interest and Safeguarding are signed and updated annually. Declarations of interest are also asked for at each Board meeting.

Organisation and Membership

Membership of Circles UK includes all local or regional Circles of Support and Accountability Providers, as organisations, which have formally agreed to deliver Circles in accordance with the Circles UK national Code of Practice and demonstrated that they meet the other membership eligibility requirements. This membership provides a wide range of entitlements, on payment of a membership fee, including use of the Circles UK trade marked logo and brand materials, media support, regular training and support and engagement in the charity's governance procedures as defined in its Memorandum and Articles of Association. Providers have to demonstrate a high standard of compliance to maintain membership of Circles UK. There is regular liaison and consultation with Providers through meetings, working parties, briefings and informal liaison.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Additional categories of Associate and Affiliate membership are available for organisations operating Circles outside England and Wales, and for those providing a similar service but not one recognised by Circles UK as Circles of Support and Accountability. This is likely to be an adaptation of the Circles model or applied to another service user group. These membership categories provide some entitlements, but no formal engagement in the governance of the overarching charity.

By the end of the financial year 2020-21 there were nine Full Member Providers and one Associate Member providing Circles across England and Wales. There are currently three types of Circles Providers:

- Those Providers whose work focuses almost entirely on Circles provision.
- Those Providers that are part of larger organisations and for whom Circles provision is a relatively small part of their overall business.
- Those Providers that are part of the National Probation Service.

Governance and Risk Management

Circles UK is currently governed by a Board of seven Trustees which sets the strategic direction and provides scrutiny on aspects like performance and financial viability. Decisions on strategic direction, key policies, financial and legal requirements and governance are taken at Trustees meetings. Some Board members also participate in sub-committees and working groups, which consider in detail such matters as finance, income generation, sustainability and organisational risk, referring to the main Board for decision. Trustees' meetings are held at least five times a year and are attended by the Chief Executive and senior members of the operational team. Day-to-day management of the Charity is delegated by the Trustees to the Chief Executive.

Trustees fully recognise and execute their responsibilities in identifying and managing organisational risk, and in ensuring that appropriate policies and controls are in place. Circles UK has an organisational Risk Register in place which is reviewed by the Trustees. This involves a review of both internal and external risks and seeks to minimise risks through the establishment of procedures and the monitoring of written protocols in relation to all workstreams, projects as well as external developments that may pose risk to the organisation and its network of Circles Member Providers. The aim of these reviews is to ensure that any new risks are considered and steps to mitigate those risks are identified and implemented. The Finance Sub-Committee is chaired by the Treasurer and meets quarterly to monitor financial matters. It has incorporated the Audit and Risk function to provide the Board with enhanced scrutiny of strategic and key organisational risks, as well as projects that are of major strategic significance.

Key strategic priorities:

It is fair to say that COVID-19 and the impact of the lockdowns dominated Circles UK's work and priorities over the last period. The pandemic presented a significant risk and challenge to Circles UK together with its network of Circles Providers, as face to face Circles provision had to cease with little time to prepare. As social isolation presents a serious risk for increased sexual abuse and many who receive a Circle (Core Members) are not allowed access to the internet due to the crimes they have committed, the remote or virtual measures Providers could use to maintain contact with Core Members were limited. It was therefore essential to increase the support that Circles UK provided to Circles Providers to support them through these difficulties. These support mechanisms will be detailed in the overview of the strategic objectives of the report.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Key strategic priorities continued:

The decision by the National Probation Service not to commission Circles nationally in 2018 continued to have far reaching impact as it led to a reduction in the number of Circles Providers that operate in England and Wales. One of Circles UK's key priorities of the last year was to establish new Circles Providers in areas where provision has ceased. This was almost impossible in the light of the impact of COVID-19. However, discussions were progressed with organisations in the North East, Greater Manchester and the North West. Work with one organisation has progressed to the stage that it is envisaged that they will be able to apply to the Circles UK Board for provisional membership in 2021.

Circles UK continued to grow the organisation's sustainability and financial health. It ended the 2020-21 financial year on a surplus to budget of just over £53,000 which is extremely positive. This was largely the result of travel and subsistence savings as well as not having filled a vacancy due to the impact of COVID-19. Attention also continued to be paid to operating a sound financial and business strategy with continuous close oversight of the organisation's financial and risk management by the Finance Sub-Committee and scrutiny by the full Board of Trustees. We are extremely grateful for our supporters and funders who continued to support our work, enabling us to develop and expand our services. Risks (financial and other) clearly remain as there is still widespread uncertainty about how COVID-19 will evolve. At the end of the reporting period covered by this report, Providers had still not been able to return to face to face Circles provision.

Raising the profile of Circles UK and Circles provision

Despite the challenges of COVID-19 Circles UK continued to place emphasis on positively promoting its work and that of the Circles Provider network. We managed to continue to build the Circles UK profile and promote Circles as an intervention that reduces sexual reoffending and prevent further victims. We significantly developed our online and digital skills to enable us to continue to provide a service to Providers, but also to develop our skills to provide training, events, seminars and conferences online. This was remarkably successful and enabled us to increase national and international participation at events, increase our training capacity and continue to promote Circles UK, Circles Providers and Circles as an effective intervention. In 2020-21 a total of seven successful online events were provided which includes the launch of a new Circles programme and a conference for CirclesEurope. Circles UK also kept up its publishing profile and a number of articles and blogs were published in research journals and other publications. More detail on this will be set out in the overview of the strategic objectives of the report.

Developing the evidence base of Circles

The Research and Evaluation Group has continued to oversee research and evaluation of Circles and is comprised of academics, practitioners and a representative from the Ministry of Justice. It has also considered and approved research applications from a number of external researchers and reviewed reports and studies published over the year. More detail will be provided on the evidence of the effectiveness of Circles that was published in the last year in the overview of the strategic objectives of the report.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

Public Benefit

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and considered how planned activities will contribute to those objectives.

Circles UK's focus most relates to the following objectives contained in the Charity Commission's guidance:

- a) To advance education and training, to relieve poverty and to promote and protect the good health of people who are likely to or who have committed offences and the families of such persons affected by such offences in order to assist with the prevention of such offences, particularly sexual offences; and
- b) To advance the public's education in the understanding of approaches to public protection and prevention of crime.

OVERVIEW OF THE 2020-2021 STRATEGIC OBJECTIVES

The next section of the report will detail the achievements under Circles UK's strategic objectives which are contained in its Strategic Plan 2020-2022.

OBJECTIVE ONE: Address areas where geographical coverage of Circles has decreased and explore ways in which provision can be increased and / or reinstated.

COVID-19 had a significant impact on Circles provision as was highlighted in the section on Governance and Risk Management above. Due to the various lockdowns, face to face Circles provision had to be suspended for prolonged periods. It is to the credit of Circles Provider staff that provision was maintained as much as possible. They found alternative ways of supporting Core Members (service users) through a variety of creative means. However, inevitably 2020-21 has seen a reduction in the number of Circles that were provided in comparison to 2019-20. Circles provision went down from 139 in 2019-20 to 124 in 2020-21. Unsurprisingly, the number of volunteers also decreased from 505 to 413 for the same period. Put in context, however, this is an extraordinary achievement if one considers that Circles provision had to be suspended for at least half of 2020-21 due to COVID-19 lockdowns. These numbers demonstrate the commitment and extraordinary effort Circles Providers made to continue to support Core Members and to make up for lost provision as soon as they were able to.

There were 340 initial referral enquiries for a Circle in comparison to 512 in 2019-20. Of the initial enquiries, 247 resulted in actual referrals compared to 281 in 2019-20. The reason that not all initial referral enquiries result in actual referrals is due to a range of factors such as Core Member unsuitability for a Circle and changes in circumstances of Core Members.

In March 2021 there were 27 individuals waiting for a Circle.

Interestingly 451 new Volunteers received initial training which qualified them to participate in a Circle in comparison to 386 in 2019-20 and 315 received supplementary training in comparison to 256 in 2019-20 (training that is over and above the minimum level of training required). The increase in the numbers of volunteers that were trained is related to having shifted volunteer training online due to COVID-19. This turned out to be remarkably successful in that it enabled larger numbers of Volunteers to attend training. This is one of the positive impacts of COVID-19 and we will build on this learning as we move ahead in the next period.

In March 2021, 174 Volunteers were waiting for supplementary training in comparison to 195 the year before. The reduction in volunteers waiting for training confirms the above point that virtual or online training enables more Volunteers to participate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVE ONE continued:

Despite the difficulties created by COVID-19, Circles UK continued to source new Circles Providers for those areas where provision declined when funding for Circles provision was cut by the Probation Service in 2018. Work continued with Humbercare after their initial approval as a Provider by the Circles UK Board in March 2020 in preparation for their first compliance review. Discussions also continued in Greater Manchester with key stakeholders such as members of the MAPPA Strategic Management Board and the Mayor's Office. There has also been positive discussions with an organisation that operates in the north east of the country. Although these negotiations have been slowed down by the pandemic, it is positive that the organisations identified have shown continuous interest and discussions will continue in 2021-22.

OBJECTIVE TWO: Re-launch and promote Circles to key stakeholders and partners.

Two very successful and well attended online seminars took place in November and December 2020 to share the learning and achievements of the National Lottery Funded project. The first seminar focused on the results of the project evaluation and was presented in partnership with the research team of Nottingham Trent University who conducted the evaluation. The second seminar focused on the roll out of the 188 Circles in geographical areas where they have not been delivered before. Specific emphasis was placed on the London implementation of the project and was delivered in partnership with Circles South East who was responsible for the London roll out of the project. Follow up blogs were published on both seminars and can be accessed here:

- the roll out of Circles in London: https://www.circles-uk.org.uk/images/documents/Blog_CtC_London_Final.pdf.
- the results of the evaluation: https://www.circles-uk.org.uk/images/circles/docs/Blog_CtC_Evaluation_Final.pdf.

A range of articles in journals and other publications were produced by Circles UK staff including a chapter in the Monument Trust Fellowship book which was launched in March 2021. The book contains a chapter written by the Circles UK CEO called 'Circles of Support and Accountability: reducing shame, bringing hope and preventing further victims of sexual abuse'. It can be accessed on p 204 by following this link: <https://www.khulisa.co.uk/resources/humane-justice/>.

We also continued to build our presence on social media; our Twitter and Facebook followers continued to increase steadily. Although we are always cautious about how we use social media, these platforms are extremely helpful to promote the work of Circles UK and the Circles Provider network and get relevant information in the public domain.

Circles UK worked with Circles South West to publish articles in community publications to encourage more people from BAME communities to apply to volunteer for Circles. One of the articles that appeared in the Friend Quaker Magazine can be accessed here: <https://twitter.com/Friendmagazine>.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVE THREE: Expand Circles provision to new stakeholder groups.

The development of the new Circles programme for lower risk people who access Child Sexual Exploitation Material (CSEM) called Circles ReBoot was completed and launched through an online event in September 2020. It was attended by over a hundred participants including representatives from nine countries. Two Circles Providers, Circles South West and Circles South East agreed to pilot the programme and participate in the evaluation which is being overseen by academics from Royal Holloway University. The roll out of the pilot was delayed by six months due to COVID-19 lockdowns which meant the first pilot Circles ReBoot could only start at the beginning of 2021-22. The pilot and evaluation are expected to be finalised by the end of March 2022.

Circles UK continued to work with European partner organisations to develop the Circles Europe Association. The Circles UK CEO continued to chair the Board. The following is a summary of the key developments of the last year:

- In the last year the membership of the CirclesEurope Association grew. At the end of March 2021, seven European countries and nine Circles Providers were full members of the Association.
- Due to COVID-19, the annual General Meeting could not take place face to face and instead took place on 2 July 2020 through an online event. However, it was a very successful event. Because it was online, more people were able to attend than would have been the case if the meeting was held face to face. At the meeting the 2019/20 Annual Financial Report and Annual Activity Report were approved as well as the Policy Plan for 2020-21. The meeting was attended by seven country representatives as well as European Circles staff, volunteers and supporters of the Association.
- The annual CirclesEurope conference which was due to take place in July 2020 was postponed in the hope that it could be held face to face, but that was sadly not possible. As a result, the conference took place in January 2021 through another online event. However, there was a high rate of attendance and from countries that would not usually be able to attend if the conference was held face to face. Nine European Circles Providers were represented. There was also representation from non-European countries such as Canada, Australia and the US.
- A new website was created for CirclesEurope (www.Circleseurope.eu). The website is more accessible and contains updated material on the history of Circles, current Circles Providers, research into the effectiveness of Circles and news and updates about CirclesEurope.

OBJECTIVE FOUR: Fulfil Circles UK's core leadership role and function towards the Circles Provider network.

As detailed in the introductory section of the report, it was a key priority for Circles UK to provide additional support to Circles Providers in the light of COVID-19. The following is a summary of the additional support that Circles UK provided (over and above what is usually provided):

- Convened regular meetings with all the Providers enabling Circles UK to get and share updated information, strategise together and offer support.
- Condensed government guidance on COVID-19.
- Provided specific guidance on how to make telephone contact with Core Members more meaningful where video conferencing was not allowed. This guidance was also shared with our international Circles Provider colleagues and upon request was adopted in Canada and by some CirclesEurope partners.
- Provided guidance and support to apply for additional COVID-19 related funding that was available to charities as well as leading consortium bids on behalf of Circles Providers.
- An online event on resilience was provided for Circles Coordinator staff to provide additional support within the context of maintaining a Circles service despite the challenges of COVID-19.

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVE FOUR continued:

Work continued to replace the Dynamic Risk Review (DRR), which is used to assess the Core Member's progress, with a modernised and strengths-based assessment. The process involved wide ranging consultation with Circles Provides, especially Circle Coordinators as they use the tool extensively and have the most experience of its use. The new tool is called the Strengths Development Review (SDR) and the final version was approved by the Research and Evaluation Committee in March 2021. The new system will make provision for both the Core Member and the Volunteers to complete the SDR which will give richer information than before (the DRR was only completed by the Volunteers). It will also track the strengths and skills that Core Members develop throughout the course of a Circle. Most importantly, it will still include risk information and will monitor how the Core Member's risk changes over the course of a Circle. We will also be able to draw off interesting trends and produce reports and graphs for Providers at the end of each Circle.

There were four Provider Compliance Reviews scheduled for 2020-21, but due to COVID-19 only one could be started in 2020-21. This created a bit of a bottle neck with additional work pressures for Circles UK reviewing staff in 2021-22 as these outstanding reviews have all been scheduled to take place as early as possible in 2021-22 together with the reviews already scheduled for 2021-22. The reviews have generally increased in size and scope as most of them now include adult Circles as well as Youth Circles.

OBJECTIVE FIVE – Continue to build the financial health and sustainability of Circles UK.

During the last year we continued to keep very close oversight of Circles UK's accounts, spending patterns, cash flow and income generation through the Finance Sub-Committee with finance reports to all Board of Trustees meetings in line with Board of Trustees governance responsibilities. Due to COVID-19 we effected some savings, mainly related to less travel and subsistence expenses and not being able to recruit to one vacancy. We ended the 2020-21 financial year on a surplus to budget of £53,614 with in-cash reserves of £450,498. The close monitoring and emphasis on income generation will continue in the next period with the aim to continue to increase Circles UK's long term sustainability.

Maintaining positive relationships with funders remained a key priority, especially in the light of the added uncertainty and instability that was brought by COVID-19. We are particularly grateful that some of our existing funders offered additional financial and other support in the light of the additional challenges that was brought on by the pandemic. We also managed to secure a substantial three year grant for the post-pilot implementation of Circles ReBoot. This grant enables Circles UK to provide part funding to Circles Providers for the delivery of Circles ReBoot as part of our strategy to aid the financial sustainability of Circles Providers where possible. We also focused on developing new Circles programmes (like Circles ReBoot, as referred to above). New Circles programmes not only meet a necessary need in addressing sexual abuse but is also intended to broaden the income base for Circles Providers, which is part of the drive to ensure overall sustainability of the Circles model.

The Big Lottery Fund Project entered its final stage and the last Circles of the 188 Circles of this project completed successfully in October 2020. A final financial reconciliation was done, the project was officially closed, and an end of project report was provided to the National Lottery Community Fund.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVE SIX: Ensure sound governance, leadership and management of Circles UK.

Circles UK continued to have regular Board of Trustees meetings. All meetings took place online due to the restrictions of COVID-19. The Annual General Meeting also took place online in November 2020. The Trustees held an online Away Day in February 2021 to consider the key strategic issues and risks and plan for the next period. This informed the priorities and key objectives of the Strategic Plan to ensure that the external environment, governance issues and risks have been fully considered.

All requirements of the Charity Commission, Companies House and the Information Commission's Office were met including the annual inspection of Circles UK's Accounts, Confirmation Statement to Companies House, registration with the Information Commission's Office and submitting the Accounts on time.

In 2020 the Board Chair approached the end of his serving period and a recruitment drive for a new Chair was started in April 2020. However, due to the challenges of COVID-19, it proved difficult to recruit a suitable chair and it was agreed to extend the current Chair's serving period by one year. It is the intention to re-start the recruitment process for a new Chair early in 2021.

One of Circles UK's National Quality Managers resigned and left Circles UK at the end of March 2021. Recruitment for a replacement will happen in the 2021-22 financial year.

OBJECTIVE SEVEN: Continue to develop the evidence base to demonstrate the impact and effectiveness of Circles.

Circles UK continued to oversee the Research and Evaluation Committee. The Committee considered research applications, advised on the development of the Strength Development Review (SDR) as referred to in Objective 4 and started to consider the creation of an Ethics Committee function for Circles UK for small scale evaluations. This work will be continued in 2021-22.

The CirclesEurope Board led an international survey to gauge the impact of COVID-19 on Circles provision (led by Prof Kieran McCartan who leads the Research and Evaluation sub-group of the Board). A total of 16 Circles Providers from eight different countries (three UK Providers, five Dutch Providers, one Belgian Provider, one Spanish Provider, one Latvian Provider, one Irish Provider, one American Provider, and three Canadian Providers) completed the survey. Here is a link to the report: <https://uwe-repository.worktribe.com/output/6828494>. An article on the findings of the research was published in the Howard League ECAN Bulletin ('The impact of COVID-19 on Circles of Support and Accountability') which can be accessed here: <https://howardleague.org/wp-content/uploads/2021/03/ECAN-Bulletin-Themed-Issue-1-March-2021.pdf>

The final National Lottery evaluation report of the 'Completing the Circle' £2 million project which set up 188 new Circles in areas where they had not been delivered before was published. The evaluation found four statistically significant findings:

- Impressively, Core Members demonstrated an 18% reduction in dynamic risk scores over the course of their Circles.
- At the commencement of a Circle, Core Members had significantly poorer emotional wellbeing than the average person. However, emotional wellbeing of Core Members improved significantly throughout the duration of Circles. The data demonstrate an 18% increase in wellbeing scores, with 67% of the Core Members demonstrating significant improvements in wellbeing by the end of their Circle. Emotional wellbeing is a protective factor that contributes to desistance from sexual offending, making it a crucial finding of the evaluation.
- 100% of the Core Members examined were in stable and suitable accommodation whilst an increased number were in work after their Circle finished (42% at the end of the Circle in comparison to 26% at the start).

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVE SEVEN continued:

- Analysis of reintegration (protective) factors also demonstrated significant improvements across a range of variables, including the number of stable, emotional relationships, employment and purposeful activities and hobbies. 52% of Core Members had increased in confidence, 45% had increases in self-esteem, 32% felt more positive about life and 56% were less isolated than before their Circles. These findings are important since social isolation is associated with a greater risk of sexual reoffending, whilst having hope, feeling more positive about one's future and a sense of agency (reflected through a great self-confidence) can act as protective factors against recidivism.

In addition, in respect of Volunteers, findings taken from comparisons of pre- and post-training questionnaires revealed that the training delivered to Volunteers was informative and impactful. Over time the confidence levels of Volunteers increased significantly, and they acquired a range of transferable skills.

FINANCIAL REVIEW

Reserves policy

The Trustees continued to be committed to maintaining a prudent approach to building financial reserves and ensuring expenditure is well controlled. The Trustees' ongoing intention is to hold reserves of at least three months operational funding and have continued to achieve that in the 2020-21 financial year. In addition, the full costs that would be required in the unfortunate event of having to shut down the organisation are costed and reviewed at least annually by the Board of Trustees to ensure that the required reserves are left protected and kept in a separate bank account.

Principal Funding Sources

The climate for income generation remains extremely difficult across the charitable sector and COVID-19 has brought significant additional pressures and competition for funding. However, Circles UK has continued to benefit from the support and partnership of a number of charitable trusts and foundations. For Circles UK, with its services rooted in a deeply challenging and controversial field of work, certain sources of income routinely available to other charities tend to be closed to us. For example, major fundraising events and public fundraising campaigns are unlikely to ever be successful methods of fundraising. We are extremely grateful for the generous support we have continued to receive from the regular donors of our 'Friends Scheme' as well as the charitable trusts and foundations that have continued to support us so generously. Without this support we would not be able to do the valuable work we do.

We are also very grateful for the grant we have continued to receive from the Ministry of Justice / HMPPS. This grant income currently represents our primary income and we remain extremely grateful to the grant manager and other Ministry of Justice / HMPPS colleagues for their continuous support.

We also want to express our appreciation for the Circles UK pro bono and other volunteers who have provided their time and expertise over the year in a variety of ways. Besides these individuals the Trustees wish to thank specifically the following organisations:

AB Charitable Trust
Esmée Fairbairn Foundation
John Ellerman Foundation
The Mary Kinross Charitable Trust
Ministry of Justice / HMPPS

National Philanthropic Trust UK
Porticus UK
The Triangle 1949 Trust
The Tudor Trust

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Report of the Trustees
for the Year Ended 31 March 2021

FINANCIAL REVIEW continued:

Circles UK also received practical help, discounts and time from a number of individuals, which is immensely appreciated. The legal trademark advice provided by Carrollanne Lindley on a pro bono basis over the year has been invaluable and of itself represents considerable financial savings for the charity.

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the Trustees are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO INDEPENDENT EXAMINER

So far as the Trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) which the charitable company's examiner is unaware, and each Trustee has taken all the steps they ought to have taken as a trustee in order to make them aware of any information and to establish that the charitable company's examiner is aware of that information.

Independent Examiner

The examiner, Simon Porter FCA, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD

Mr G Marshall - Trustee
November 2021

Independent Examiner's Report to the Trustees of
Circles of Support and Accountability UK
(A Company Limited by Guarantee)

I report on the accounts of the company for the year ended 31 March 2021 which are set out on pages fourteen to twenty.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006; and
 - which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities,have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Simon Porter FCA
120 Woodcote Road
Caversham
Reading
Berkshire
RG4 7EZ

November 2021

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Financial Activities
for the Year Ended 31 March 2021

		2021		2020
		Unrestricted funds	Restricted funds	Total Funds
Note		£	£	£
INCOMING RESOURCES				
Incoming resources from generated funds				
Voluntary income	2	235,334	100,000	335,334
Investment income	3	742	-	742
Total Incoming Resources		236,076	100,000	336,076
RESOURCES EXPENDED				
Donations made		-	-	-
Cost of generating funds				
Fundraising trading: cost of goods sold and other co		1,053	-	1,053
Governance costs		2,941	-	2,941
Other resources expended	4	278,468	-	278,468
Total Resources Expended		282,462	-	282,462
NET INCOMING RESOURCES		(46,386)	100,000	53,614
Total funds brought forward		270,190	-	270,190
TOTAL FUNDS CARRIED FORWARD		223,804	100,000	323,804

The notes form part of these financial statements

Balance Sheet
At 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	8	2,985	-	2,985	943
CURRENT ASSETS					
Debtors	9	15,302	-	15,302	6,369
Cash at bank and in hand		350,498	100,000	450,498	323,762
		<u>365,800</u>	<u>100,000</u>	<u>465,800</u>	<u>330,131</u>
CREDITORS					
Amounts falling due within one year	10	(144,981)	-	(144,981)	(60,884)
NET CURRENT ASSETS		<u>220,819</u>	<u>100,000</u>	<u>320,819</u>	<u>269,247</u>
NET ASSETS		<u>223,804</u>	<u>100,000</u>	<u>323,804</u>	<u>270,190</u>
FUNDS	11				
Unrestricted funds				223,804	270,190
Restricted funds				100,000	-
				<u>323,804</u>	<u>270,190</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006.

The financial statements were approved by the Board of Trustees on November 2021 and were signed on its behalf by:

G Marshall - Trustee

The notes form part of these financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Statement of Cash Flows
for the Year Ended 31 March 2021

	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
Cash flow from operating activities				
Net income per SOFA	(46,386)	100,000	53,614	72,175
Less: Investment income	(742)	-	(742)	(231)
Add back depreciation	1,118	-	1,118	789
Decrease/(increase) in debtors	(8,933)	-	(8,933)	13,660
Increase in creditors	84,097	-	84,097	338
	<u>29,154</u>	<u>100,000</u>	<u>129,154</u>	<u>86,731</u>
Cash flows from investing activities				
Capital expenditure	(3,160)	-	(3,160)	(1,061)
Investment income	742	-	742	231
	<u>(2,418)</u>	<u>-</u>	<u>(2,418)</u>	<u>(830)</u>
Net increase/(decrease) in cash:	26,736	100,000	126,736	85,901
Total cash as at 1 April 2020	<u>323,762</u>	<u>-</u>	<u>323,762</u>	<u>237,861</u>
Total cash as at 31 March 2021	<u><u>350,498</u></u>	<u><u>100,000</u></u>	<u><u>450,498</u></u>	<u><u>323,762</u></u>

The notes form part of these financial statements

Notes to the Financial Statements
for the Year Ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of Accounting

The accounts have been prepared under the historic cost convention.

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its

Office equipment	- 33% straight line
Fixtures and fittings	- 25% reducing balance

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund, where material, is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

	2021 £	2020 £
2. VOLUNTARY INCOME		
Gift aid donations	4,820	5,434
Donations	5,550	5,073
Grants	321,819	590,883
Subscriptions	1,670	1,568
Sales income	1,475	897
	<u>335,334</u>	<u>603,855</u>

Grants received, included in the above, are as follows:

Grants to restricted funds (see note 11)	100,000	-
Other grants	221,819	590,883
Total grants	<u>321,819</u>	<u>590,883</u>

3. INVESTMENT INCOME

Deposit account interest	<u>742</u>	<u>231</u>
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4. SUPPORT COSTS

	Management £	Finance £	Other £	Totals £
Other resources expended	<u>277,269</u>	<u>81</u>	<u>1,118</u>	<u>278,468</u>

5. NET INCOMING RESOURCES

	2021 £	2020 £
Net resources are stated after charging:		
Depreciation - owned assets	<u>1,118</u>	<u>789</u>

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 (2020 - nil).

Trustees' expenses

Trustees' expenses reimbursed during the year ended 31 March 2021 amounted to £40 (2020 - £2,263).

	2021 £	2020 £
7. STAFF COSTS		
Wages and salaries	196,544	192,758
Social security costs	15,564	17,270
Other pension costs	15,239	15,184
	<u>227,347</u>	<u>225,212</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

		Plant and machinery etc £	
8. TANGIBLE FIXED ASSETS			
COST			
At 1 April 2020		19,327	
Additions		3,160	
At 31 March 2021		<u>22,487</u>	
DEPRECIATION			
At 1 April 2020		18,384	
Charge for year		1,118	
At 31 March 2021		<u>19,502</u>	
NET BOOK VALUE			
At 31 March 2021		<u>2,985</u>	
At 31 March 2020		<u>943</u>	
		2021	2020
		£	£
9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
Debtors		9,270	-
Prepayments		<u>6,032</u>	<u>6,369</u>
		<u>15,302</u>	<u>6,369</u>
10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
Trade creditors		452	17,105
Pensions		2,444	2,366
PAYE and NI		5,350	5,686
Deferred income		133,750	33,750
Accrued expenses		2,267	1,977
Other creditors		718	-
		<u>144,981</u>	<u>60,884</u>

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

11. MOVEMENT IN FUNDS

	At 1 April 2020 £	Incoming resources £	Resources expended £	At 31 March 2021 £
Restricted Funds				
National Philanthropic Trust	-	100,000	-	100,000
Total Restricted Funds	-	100,000	-	100,000
 Unrestricted funds	 270,190	 236,076	 282,462	 223,804
 TOTAL FUNDS	 <u>270,190</u>	 <u>336,076</u>	 <u>282,462</u>	 <u>323,804</u>

12. GUARANTEE

The members of the company have agreed to contribute £1 each to the assets of the company in event of it being wound up.

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	2021 £	2020 £
INCOMING RESOURCES		
Voluntary income		
Gift aid donations	4,820	5,434
Donations	5,550	5,073
Grants	321,819	590,883
Subscriptions	1,670	1,568
Sales income and commission received	1,475	897
	<u>335,334</u>	<u>603,855</u>
Investment income		
Deposit account interest	742	231
Other incoming resources		
Conference fees	-	-
	<u>-</u>	<u>-</u>
TOTAL INCOMING RESOURCES	<u><u>336,076</u></u>	<u><u>604,086</u></u>
RESOURCES EXPENDED		
Donations made	-	25,500
Fundraising trading: cost of goods and other costs		
Purchases	1,053	210,806
Governance costs		
Accountancy	2,941	4,110
Support costs		
Management		
Wages	196,544	192,758
Social security	15,564	17,270
Pensions	15,239	15,184
Insurance	1,566	1,661
Light and heat	854	828
Telephone	1,437	3,906
Postage and stationery	274	-
Rent and services	19,514	19,476
Consultancy fees	4,783	578
Legal and professional fees	2,500	3,243
Life assurance	5,312	5,901
Travel and subsistence	26	10,997
Books and periodicals	29	-
Carried forward	<u>263,642</u>	<u>271,802</u>

This page does not form part of the statutory financial statements

Circles of Support and Accountability UK
(A Company Limited by Guarantee)

Detailed Statement of Financial Activities
for the Year Ended 31 March 2021

	2021 £	2020 £
Management		
Brought forward	263,642	271,802
Equipment maintenance	335	335
Computer consumables	6,096	5,527
Office expenses	1,233	3,065
Meeting costs	(390)	5,211
Subscriptions	755	1,059
Staff welfare and training	77	445
Sundry expenses	-	-
Funds disbursed through other Circles Projects	1,500	210
Training Costs	1,098	248
Repairs & renewals	153	10
Cleaning	2,770	2,719
	<u>277,269</u>	<u>290,631</u>
Finance		
Bank charges	81	75
Other		
Depreciation	1,118	789
TOTAL RESOURCES EXPENDED	<u>282,462</u>	<u>531,911</u>
NET INCOME	<u>53,614</u>	<u>72,175</u>

This page does not form part of the statutory financial statements