CIRCLES SOUTH EAST

England & Wales · Charity number 1123361

Details

Other names	CIRCLES SOUTH EAST, HAMPSHIRE AND THAMES VALLEY CIRCLES OF SUPPORT AND ACCOUNTABILITY, HTV CIRCLES
Status	Registered
Legal form	Charitable company
Company number	06490001
Registered	2008-03-28
Register	View on the Charity Commission register

Contact

Address	Baptist House Ltd 129 Broadway Didcot OX11 8XD
Phone	01235816050
Email	info@circlessoutheast.org.uk
Website	www.circlessoutheast.org.uk

Activities

Objects: TO RELIEVE THE NEEDS AND PROMOTE THE REHABILITATION, TREATMENT, EDUCATION AND CARE OF PERSONS WHO HAVE COMMITTED OR ARE LIKELY TO COMMIT OFFENCES, PARTICULARLY SEXUAL OFFENCES, AGAINST OTHERS AND THE FAMILIES OF SUCH PERSONS AND OTHERS AFFECTED BY SUCH OFFENCES.

Activities: The object of the charity is to relieve the needs and promote the rehabilitation, treatment, education and care of persons who have committed, or who are likely to commit offences, particularly sexual offences, against others, and the families of such persons and others affected by such offences.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Other Charitable Purposes
- **Who:** Other Defined Groups, The General Public/mankind

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Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE: THROUGHOUGT ENGLAND.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£993,789	£990,397	£104,059	21
2024-03-31	£962,463	£1,011,897	£100,667	23
2023-03-31	£975,763	£1,010,146	£150,101	19
2022-03-31	£969,174	£921,721	£184,484	23
2021-03-31	£954,154	£843,453	£137,031	23

Trustees

Name	Role	Appointed
Elizabeth Jones		2012-01-03
Kirsty Hudson		2025-07-14
Lydia Fransham		2016-11-14
Nora Holford		2017-05-15
Rebecca Seabourne		2019-03-12
Richard Mark Goldup		2020-05-05

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CIRCLES SOUTH EAST

England & Wales - Charity number 1123361

Accounts

CIRCLES SOUTH EAST

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

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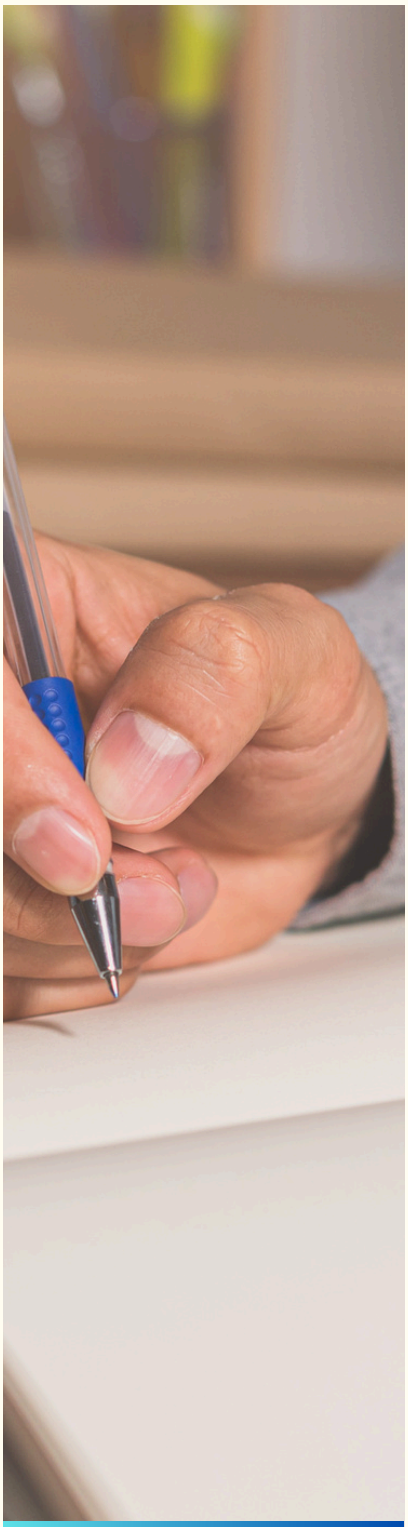
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CHAIR'S FOREWARD

It has been my honour to lead Circles South East, as Chair of Trustees, for another successful year. We continue to build on our reputation as a trusted, reliable provider and partner.

Some highlights are:

1.Providing Circles of Support and Accountability across the South East of England, on 3 Ministry of Justice contracts – successful delivery of the second year of these 4 year contracts.

2.Continued growth and strengthening of our other prevention services such as Reboot and Priority Access Model

3.Closure of Enso Mentoring provision with a successful exit strategy so existing clients were supported fully

4.Reducing Sexual Harm Hub successful refocus to ensure better alignment with client needs, at the same time ensuring a cost effective charging structure.

Equally, as a learning organisation, where needed, we have robustly reviewed our service provision, for example the Counselling service audit, and will implement the recommendations in the coming year.

Our army of volunteers are key and continue to allow the charity to deliver services to a far greater extent, and to higher quality, than the small number of employees or budget would otherwise allow. I continue to be hugely grateful for their engagement and commitment.

In 2024-5 we completed the review of our core structure and the Board have agreed a comprehensive restructure which will be implemented in 2025-6. This will ensure the charity is fit for purpose going forward and can continue to deliver our current services as well as innovate and grow, as opportunities arise. Innovation and evaluation has always been key for the organisation and the new structure specifically provides capacity for this.

Financially, we are in a stable position. Income received during the year of £990,289 was slightly higher than the previous year. Spending was slightly less than this and showed a decrease over the previous year. This resulted in a small surplus for the year compared to a deficit in the previous year.

The detail of the phenomenal achievements of the year follows. All told an excellent year.

Nora Holford

Chair of Trustees

PURPOSE AND AIMS OF THE CHARITY

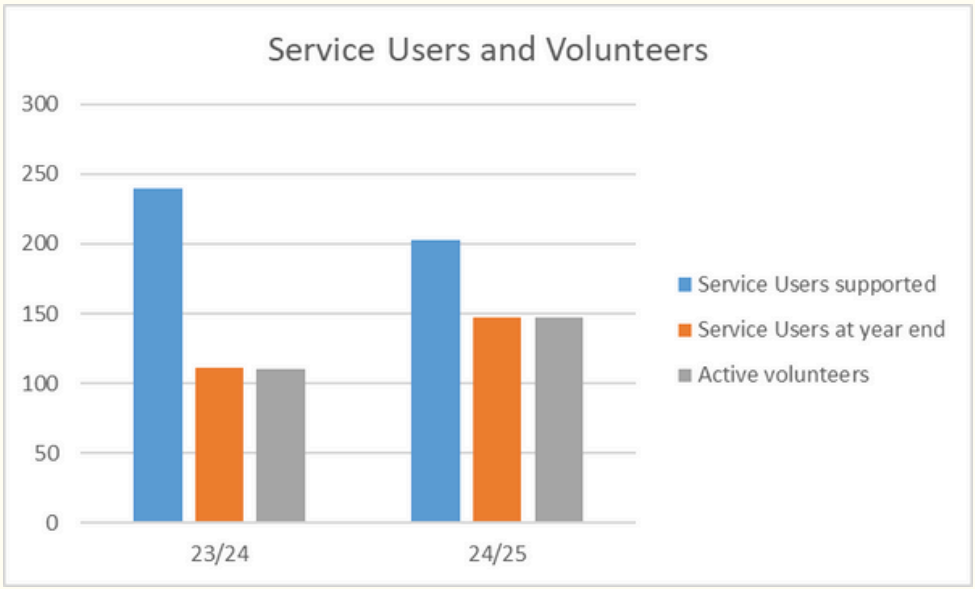
Our charity's purposes are contained in the company's memorandum of association:

To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

Our Aims

The Board of Trustees has determined the primary aim as the prevention of sexual abuse and therefore reduction in the number of new victims created. This is achieved through:

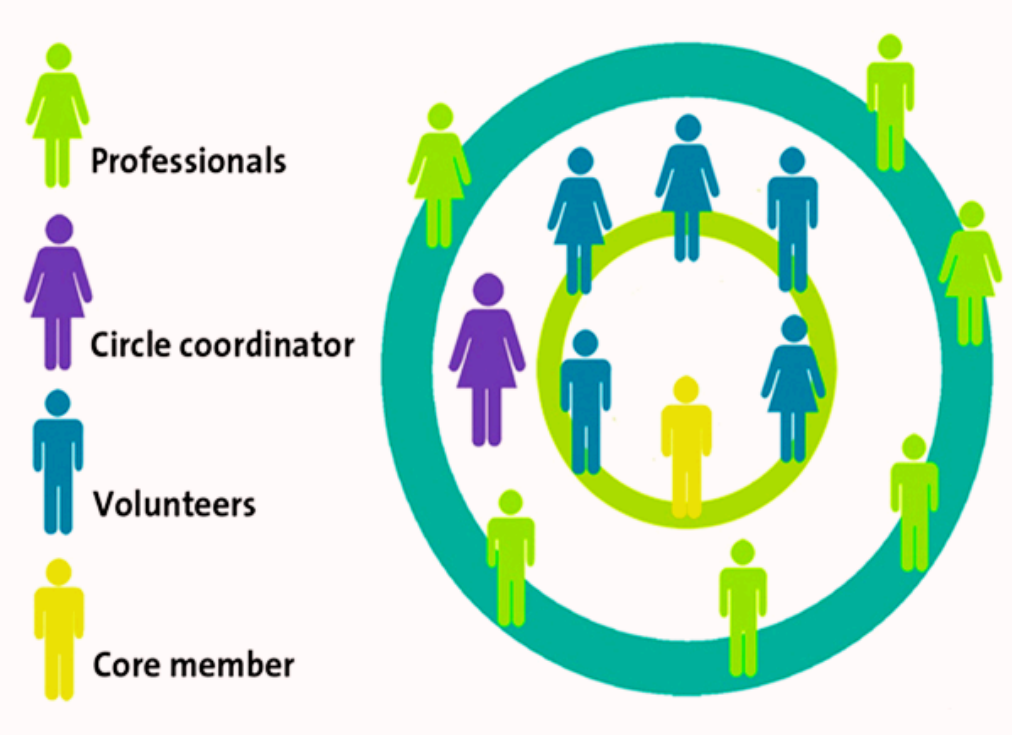
- A range of interventions to support both survivors and perpetrators in their recovery, rehabilitation and reintegration, recognising that each person has a unique set of personal circumstances and therefore will need a tailored response in order to progress
- Reducing stigma and isolation and increasing victims, partners and families wellbeing through helping them cope, recover and make informed life choices
- Risk management provision undertaking assessment of those who have offended, or are at risk of offending and those who may have responsibility for safeguarding
- Awareness; education and an appetite and ability to talk about abuse, identifying appropriate and inappropriate behaviours, highlighting risk, treating all people with fairness and respect
- Identifying, training and supervising motivated and committed members of the public to offer support to and demand accountability from persons who have committed or who are deemed likely to commit sexual offences (the core member).



This year saw a slight reduction in the number of service users supported, which reflects several planned and external factors rather than a decrease in demand for our work. Despite these factors, we remain confident in the strength and reach of our services, and anticipate numbers increasing as new referral pathways stabilise and projects are fully mobilised.

Circles of Support & Accountability

A Circle of Support and Accountability (or 'Circle') is a simple concept by which a group of trained and professionally supervised volunteers form a 'Circle' around an individual who has been convicted of a sexual offence (known as the Core Member) living in or due to be released into the community. A Circle provides a structured support network to the Core Member whilst holding them accountable for their behaviour. The Circle works in close partnership with the statutory agencies and is managed by a trained professional known as the Circle Coordinator. Circle support typically lasts between 12 and 18 months.



The Circle comprises volunteers from the community who are supported by professional staff

The key aims of the Circles model are to:

- Strengthen risk management delivered by statutory partners (e.g. Police and Probation) and therefore contribute positively to the protection of the public
- Contribute to a reduction in dynamic risk for Core Members engaging in a Circle
- Increase the likelihood of desistance from sexual offending for Core Members engaging in a Circle [1]
- Reduce Core Members' experiences of social isolation and the associated risks of sexual reoffending
- Support Core Members to work towards more stable, pro-social lives through outcomes such as finding suitable volunteering or employment opportunities, building appropriate social networks and engaging in community activities
- Improve the emotional wellbeing of Core Members.

Core Members:

The Circles model is intended to support Core Members who have been convicted of sexual offence(s) and who have needs related to social isolation and emotional loneliness and are willing to engage in our voluntary support service. Our current contracts allow us to work specifically with those individuals who are currently managed by statutory agencies (Probation and/or Police) and are typically assessed as posing a high or very high Risk of Serious Harm.

Beneficiaries:

The primary beneficiary of a Circle is the wider community. By supporting individuals who have caused sexual harm to reintegrate safely and build stable, fulfilling lives, we contribute directly to our overarching aim of 'No More Victims'. Our wider community also benefits from increased awareness of sexual harm and the Circles model, as well as opportunities to volunteer. Volunteer feedback remains consistently high, and many go on to employment in partner statutory agencies, including Police, Probation and Social Services.

Core Members are also key beneficiaries. They engage voluntarily, recognising the need to change previous harmful behaviours. Through their work with volunteers, Core Members develop healthier, safer lifestyles and improved wellbeing. Most complete their Circle feeling more optimistic about the future and having taken meaningful steps towards their personal goals.

1

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...

CORE MEMBER

"This was a thoroughly fulfilling experience which has restored my confidence and self-esteem... [the] support and advice was invaluable during some uncertain and challenging times. I could not recommend this service more highly. Thank you so much for helping me get my life back!

Statutory agencies, including Probation and Police, also gain significant value from our work. Circles provide both meaningful support and robust monitoring, enhancing risk management while promoting rehabilitation. In doing so, they directly contribute to agencies' dual responsibilities: protecting the public and enabling individuals to safely rebuild their lives.

"The service provided is invaluable to [service users] who fit the criteria. I have had several of my [service users] use the Circles service to great effect. I will be using them whenever I can in the future "

POLICE PARTNER

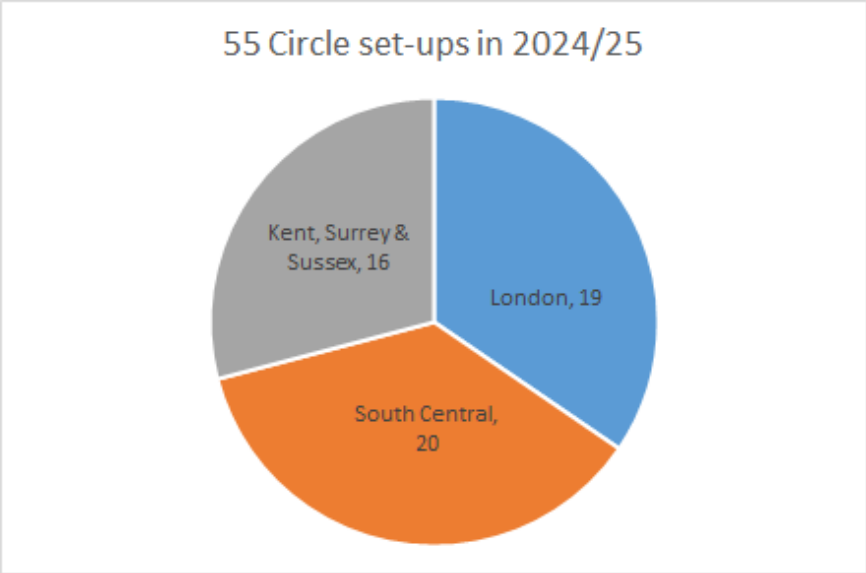
Circles South East have now reached the end of its second year delivering the Ministry of Justice's (MoJ) nationally commissioned 4-year contracted service to deliver Circles of Support and Accountability across the 3 geographical of.

- South Central (Thames Valley, Hampshire & the Isle of Wight)
- London (The Greater London area)
- Kent Surrey and Sussex.

Despite the challenges encountered during the first year of delivery under the Ministry of Justice CoSA contracts, the second year has seen the service strengthen considerably, successfully adapting to and meeting the demands of the contract specification. Contract managers in all three contracted regions have provided positive feedback on the high quality of our delivery and the organisation's strong commitment to meeting the needs of referred service users.

All three regions maintained existing Circles which started during year 1, and increased caseloads with further new starts during year 2.

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...



London Circles

Despite ongoing challenges with referral rates under the MoJ contract in London, the Circles London project maintained a strong and stable active caseload. The Circles London team made significant efforts to strengthen relationships with statutory partners across the region, resulting in robust and effective channels for risk information sharing.

The Circles London volunteer pool remained strong throughout the year and. the staff team worked diligently to recruit, train, and engage volunteers, ensuring they were matched with suitable opportunities as they became available

Case study 1

The Core Member had diagnosed mental health issues and struggled at times with negative and at times suicidal thoughts. He made a call to the Circle phone one evening which was answered by one of his volunteers. The volunteer had been provided with advice, guidance and training about how to support the CM in such a circumstance and therefore was able to deal with this phone call effectively. She was able to signpost to other support agencies, and immediately shared the information with her Circle Coordinator who then passed it on to statutory professionals. The immediate phone support, and onward signposting reduced the CM's feelings of helplessness significantly and he did not act on his thoughts of self-harm. The Circle continued to support him and he continued to engage openly regarding his emotional difficulties whilst seeking professional support elsewhere for his mental health.

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...

Case study 2

"Attendance from all was excellent and the Circle met consistently for 18 months. All volunteers remained the same throughout the Circle and they built positive and effective working relationships. CM met the employment goal early in the Circle and was provided with support from the volunteers in navigating this new experience. CM, with support from the Circle, began to engage socially with work colleagues within his new employment.

The Circle played a significant role in supporting CM to reduce isolation and loneliness during the period of the Circle. CM's confidence and social skills improved throughout the Circle.....

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...

South Central Circles

The South Central Circles project is a co-commissioned service for MoJ (covering the South Central Probation region) and Hampshire police. During the second year of this contract, the project again benefited from a consistently high volume of referrals, allowing Coordinators to initiate new Circles alongside managing a stable caseload of active ones.

The Referral Panel consisting of representatives of the Police, Probation and Circles South East was key to managing the high referral rate effectively, ensuring that those put forward for a Circle were those with the greatest risk and need whilst still balancing the contract division between Police and Probation.

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The South Central team continued to work hard on volunteer recruitment in order to ensure that the contract could be effectively fulfilled and spread the impact of the Circles work as far as possible.

Core Member Testimony

The Core Member stated – "I really enjoyed feeling that I could be who I am in the circle and that I never felt judged, I would not be where I am without the circle".

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...

Case Study:

CM, serving a life sentence and released after nearly 20 years in custody, entered the community with significant concerns around isolation, adjustment, past substance use, and difficulties forming healthy relationships. After a previously unsuccessful Circle, he was re-referred with goals to build stability, develop social connections, and manage his thoughts and feelings safely.

CM engaged quickly with his volunteers. Within months he secured independent accommodation, built healthy friendships, and maintained sobriety. He also formed new relationships, openly discussing challenges with the Circle and receiving support to manage emotions around rejection - an identified risk factor.

Over the year, CM expanded his social network, joined a music group and later a band, and secured temporary employment while actively seeking further work. He consistently used the Circle as a safe space for reflection and problem-solving, and reported significant increases in confidence and self-esteem.

CM achieved his five-year resettlement goals within 12 months. His reporting requirements, risk level and MAPPA level have since been reduced. He describes the experience as the first time he has achieved something positive in his life.

CIRCLES OF SUPPORT AND ACCOUNTABILITY CONT...

Kent Surrey and Sussex Circles

The Kent, Surrey and Sussex Circles project continued to meet its full MoJ contractual requirements throughout the year, supported by the commitment and flexibility of the KSS Coordinators. Despite delays linked to contract extensions, the team successfully implemented all pending cases within the required timeframes and maintained a stable flow of new Circle set-ups to ensure continuity of service.

Coordinators also prioritised volunteer recruitment and training, strengthening links with local universities and bringing new volunteers into the project to support both existing and newly established Circles. Their efforts ensured the project remained resilient, responsive, and able to deliver a high-quality service across all three counties.

Coordinators were also engaging in ongoing recruitment and training of new volunteers with particular focus upon the Universities of Canterbury, Brighton and Royal Holloway. In the autumn of 2024 -15 new Kent volunteers had been trained in October and matched to existing and new Circles in set up. A further 7 attend the training in January 2025, allowing the coordinator in Kent to set up the 4 new operational Circles.

Volunteer Quotes

·"I felt that I learned a lot from volunteering with Circles, about myself and the system people go through after they are released from prison. It was really fulfilling to see the change happening over time in terms of the CM's confidence, openness, and how the circle worked together as a whole. The experience had its ebbs and flows but once we moved through various difficulties, it felt very rewarding to get through them and get to the point where it felt like I was having coffee with a group of friends".

·"The coordinator is wonderful, always happy to help with anything and makes the whole process run smoothly".

CIRCLES REBOOT

Circles ReBoot adapts traditional Circle principles for a specific group of service users, offering a structured three to six-month Circle where volunteers support Core Members to achieve agreed goals. Using a dedicated resource pack and professional guidance, the Circle focuses on building on individual strengths. Circles South East delivers a limited number of ReBoot Circles across the region, funded by Circles UK. Surrey PCC and Thames Valley Police are also able to access ReBoot Circles through their Priority Access Model (PAM) contracts.

The Circles ReBoot model is intended to support individuals who have been convicted of accessing Child Sexual Exploitation Material (CSEM, or sometimes referred to as 'indecent images of children'). Circles ReBoot is designed specifically to meet the needs of individuals who meet a lower risk threshold, but where it is likely risk will escalate without intervention.

As with traditional Circles, Circles ReBoot benefits the wider community, volunteers, Core Members and statutory partners. A key advantage for statutory partners is that lower-risk individuals often cannot access formal support or some rehabilitation services. Circles ReBoot fills this gap by providing structured, non-statutory support for those who would otherwise receive little or no intervention.

"Though I have only worked with [CM] for a short time he has praised Circles and all that it has done for him. It has helped boost his confidence and his previous Probation Officer said that his mood has improved significantly. Managers with Circles have communicated well with myself and have been a joy to work with."

- Probation Practitioner -

The core aims of the Circles ReBoot model are to:

- Strengthen statutory risk management and contribute to public protection.
- Reduce dynamic risk for participating Core Members.
- Support desistance from accessing Child Sexual Exploitation Material (CSEM).
- Lessen social isolation and associated risks of reoffending.
- Promote more stable, pro-social lives through employment, volunteering, social connections and community involvement.
- Improve Core Members' emotional wellbeing.

We were pleased to secure continued funding from Circles UK to deliver Circles ReBoot across the South East, building on the success of previous years. Delivery extended across five regions, supported by ongoing volunteer recruitment and training. Feedback from staff, volunteers and service users has been consistently positive.

CIRCLES REBOOT CONTINUED...

"CM has found value in the sessions and the worksheets and now has a CV and is actively applying for jobs – he has also done some online courses. He feels set up to move forward and believes he can carry forward all the things he has learnt."

- ReBoot Coordinator -

PRIORITY ACCESS MODEL

The Priority Access Model (PAM) was developed to provide a more flexible, needs-led service. It allows professional partners to refer individuals convicted of sexual offences and ensures they receive the most appropriate support option from a tailored menu of services.

Thames Valley Police - Reducing Sexual Harm Perpetrator Support Service

Circles South East has partnered with Thames Valley Police since 2022 to deliver flexible interventions under the Priority Access Model. These services draw on the strengths of experienced community volunteers to provide support tailored to individual needs.

Telephone Mentoring has proven particularly valuable for service users who struggle with anxiety or engagement, acting both as a stepping-stone to community mentoring and, in some cases, an effective standalone intervention. Paired and one-to-one mentoring has helped individuals address practical and social challenges, build confidence, and develop pro-social support networks.

The Thames Valley contract has also enabled the delivery of Circles ReBoot for suitable service users with convictions related to CSEM, further strengthening the range of targeted support available.

Surrey Police and Crime Commissioner (PCC) - Reducing Sexual Harm & Violence Perpetrator Support Project

Following the successful completion of the previous three-year Surrey PCC contract, the service was renewed for a further term under a new agreement. Over the past year, increased engagement through presentations and strengthened relationships with key Police partners has led to a steady rise in referrals.

PRIORITY ACCESS MODEL CONT..

The introduction of the Priority Access Model (PAM) has broadened the range of interventions available, enabling us to offer more flexible and responsive support to the Police in managing this cohort. The options available under this contract include Circles of Support and Accountability, Circles ReBoot, phone mentoring and 1-1 or paired mentoring, dependent on the needs of the Service User. The project is fully operational, supported by a committed team of volunteers, many of whom contribute across multiple interventions.

Surrey PCC - Service User's Quotes

"So, I can say that I am in 'a better place' as a result of engaging with Circles South East as the telephone mentoring provides me with, probably, exactly what I need without even realising it. It also provides a safe and open environment to discuss, within the realms of appropriateness of course, anything. That is something that would otherwise not be available to me, in my current situation".

"I am here, feeling consistently quite positive and certainly in a better place than many other people. The fact is, the Circles 'effect' for me, is quite subtle and that, again, is a measure of method, professionalism and experience."

ENSO MENTORING

Following the decision that KSS Probation and the MoJ could no longer fund the Enso project, an exit strategy was implemented in September 2024, and the project formally closed by the end of November 2024. At closure, eleven service users had been supported through a combination of coordinator and volunteer engagement.

One service user in Kent, who had made significant progress through a paired mentoring arrangement, required continued support. In agreement with Kent Health, Enso continued to provide this support for a further six months under Kent Circles supervision. The intervention concluded successfully, with the service user in stable accommodation, engaged in purposeful activity, and avoiding recall to prison.

Enso - Service User's comment

"I love my life today. I feel I have developed empathy & patience that I never had before. I feel confident, content and finally settled in my new home with Betty my cat. I am now volunteering at a local community organisation, and this has given me a sense of belonging that I have never felt before. I still experience feelings of loneliness but feel able to manage these so much better than I would have done in the past"

POLICE PARTNERSHIPS PREVENTION AND DIVERSION PROJECTS

Project Vigilant (Thames Valley Police)

Circles South East has continued to engage widely across Thames Valley, delivering our Violence Against Women and Girls (VAWG) workshops to students in schools and universities. These sessions have generated meaningful discussions on a range of issues linked to violence against women and girls, helping to raise awareness and encourage reflection among young people. We also delivered a 'Train the Trainer' session, enabling other professionals to deliver the workshop and extend its reach.

In parallel, we have worked with individuals in the community assessed as at risk of causing sexual harm. Through participation in risk management meetings, multi-agency discussions, and tailored interventions, we have provided ongoing support to reduce risk and promote safer outcomes for the wider community. This combined approach demonstrates our commitment to both preventative education and targeted risk management.

Operation Shield (Surrey Police)

Our partnership with Surrey police is at an earlier stage and this year we received referrals for individuals presenting a risk of sexual harm and participated in multiple briefings to share information about the project across the force. We met regularly with Surrey police operational leads to discuss cases and look forward to seeing the project grow over the coming year.

REDUCING SEXUAL HARM - SUPPORT HUB

Assessments and Interventions

From April 2024, all HUB services were paid for by referrers and the pricing for each was revaluated to reflect the work required to ensure quality delivery could be maintained. Within this period, we received 57 enquiries which resulted in the following referrals being accepted.

- Breaking The Cycle – protective parenting programme – 10.
- Capacity & Ability To Supervise and Protect Assessments (CASPR) – 4.
- Sexual Harm Risk Assessment (alleged and convicted perpetrators) - 2.
- AIM 3 Assessment (harmful sexual behaviour in young people 12-18) – 2.
- Restoring the Balance (family programme) – 0.

Some families received multiple services, with delivery taking 8–12 weeks and comprehensive reports provided on completion.
All services were delivered online, with staff attending professional meetings, Child Protection Conferences, Core Groups, and Court as part of service delivery. Referrals continued to come from across the country, reflecting the growing recognition of Circles South East as a trusted provider.
While the number of referrals for Breaking the Cycle decreased due to the move to a paid model, we adapted our delivery to meet families' needs, including tailored content such as sibling sexual abuse modules and support for participants requiring interpreters or additional learning support.
Other services have seen a gradual increase in referrals, particularly assessments commissioned via Family Courts, demonstrating confidence in our expertise and the quality of our work.

Adapted from the therapeutic Forging The Links programme, Restoring The Balance offers a structured approach to family work that can be delivered by the whole HUB team. While referrals during this period were limited, with most referrers opting for the established Breaking the Cycle programme, the service remains an important part of our offer. We continue to provide post-programme support to service users and local authorities, responding to questions, reflections, and updates, recognising the ongoing need for guidance after sessions conclude.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

Over the same period, the team has strengthened its capability through training in accredited risk assessment tools, including the Risk of Sexual Violence Protocol, Structured Assessment of Protective Factors, AIM3, and CASPr. This has enabled more timely delivery, reduced reliance on individual assessors, and supported continued professional development through shared learning, case discussions, and reflective practice. These developments ensure that Circles South East continues to deliver consistent, high-quality interventions while remaining responsive to the needs of service users and partner agencies.

"You will be greatly missed as a core group member- I for one feel that I have learned a great deal from working with you. Many thanks for all your hard work and efforts- I for one have greatly appreciated them" - Social worker.

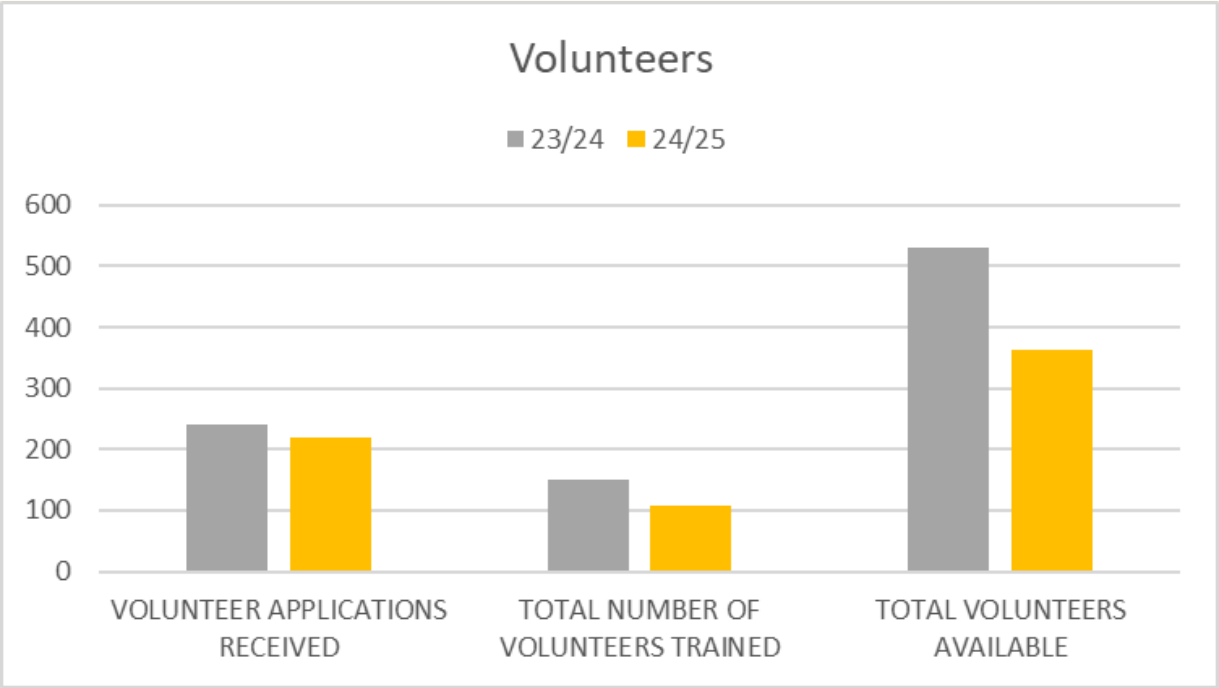
"Things are looking up and improving and now a fresh start to life and it's so much more positive" - Service user.

Counselling Service

The counselling service saw an increased demand over the year, and our waiting list grew significantly. As a result of this, we made the decision to close the waiting list and undertake a full audit of the service to review end to end processes and procedures, in order to ensure high quality and efficient service delivery. This audit will continue into the next year and will include a review of recruitment, training, CPD and counsellor oversight and appraisal of the services offered, with the aim of providing a person-centred service that meets clients needs effectively. Throughout this period, counsellors have continued to support clients' already allocated to them, maintaining existing commitments. Counsellors, referrers and those on the waiting list are being kept fully updated of progress and any forthcoming changes. Our Chief Executive Officer and Board of Trustees continue to maintain full oversight of this process.

VOLUNTEERS

We have continued to actively recruit across voluntary and community groups, universities, and professional networks and our volunteer base remains healthy. The overall number of volunteers listed as 'available' to volunteer appears to have dropped from the previous year, however this is in some part due to new processes being introduced internally around archiving inactive volunteers after a period of no-contact.



Circles South East aims to recruit, train, and maintain a skilled and confident volunteer workforce across London and the South East to support individuals convicted of sexual harm. Volunteers come from diverse backgrounds - including professionals, students, retired individuals, or those with lived experience of the criminal justice system- and are vetted and trained to high standards. Counselling volunteers must meet specific professional qualifications.

We seek volunteers who are reliable, accountable, and empathetic, and who reflect and represent the local communities in which they serve. Recruitment is guided by our Equal Opportunities and Safer Recruitment policies to ensure diversity, inclusion, and safety throughout the process.

The recruitment, training, and supervision of our volunteers brings wide public benefit. Volunteers develop skills that enable them to address sexual harm and related sensitive issues with care and insight, applying these within their own communities. This directly supports service users and strengthens local safety. Statutory agencies and the public also benefit, as many volunteers go on to work in the criminal justice system, citing their Circles experience as vital preparation for roles in Police, HMPPS, or Social Services.

VOLUNTEERS CONTINUED...

This year, we enhanced our volunteer training by piloting the involvement of members of our Service User Engagement Group (SUEG) in the final day of training. Alongside Circles SE staff and experienced volunteers, SUEG members- service users who have completed a Circle and wish to give back - play a key role in reviewing our processes and supporting our work, helping to educate and empower new volunteers.

Volunteers have reported high satisfaction with the training, noting its engaging delivery and increased preparedness to support Core Members. Anonymous feedback consistently scores highly, reflecting the effectiveness of the training and its positive impact on participants.

"When I started volunteering at Circles, I was just starting my Open University degree and had been a stay at home mum for 11 years, one year on and I am now working in a prison, facilitating group therapy for a programme working with clients with substance addictions. Circles was instrumental in supporting my development professionally. The training was eye opening and invaluable and my
co-ordinator was an invaluable source of information, encouragement and insight.
My work with Circles opened up a lot of doors professionally within the settings that I was aiming to work, due to the organisation and its volunteers being well respected. I have no doubt that without Circles, I wouldn't be where I am in my personal and professional development."
VOLUNTEER, 2024-2025

"The (training) materials were excellent, and extremely informative. I feel much more confident approaching volunteering after the training".
VOLUNTEER, 2024-2025

Volunteer Recruitment:
Volunteer recruitment has faced challenges over the past year, reflecting both national trends and the pressures of rapidly establishing new Circles within short windows under current contract requirements. This has sometimes resulted in uneven workloads for volunteers. To address this, we have aligned community engagement and volunteer recruitment efforts with anticipated contract activity and enhanced our online presence through a partnership with Dynamiq Group, easing pressure on staff and supporting effective volunteer recruitment.

Despite these challenges, 2024–2025 has been a successful year, with the volunteer cohort remaining at a level to support consistent and effective service delivery. Volunteers consistently report satisfaction and fulfilment in their roles, reflecting the value of their volunteering experience with Circles SE.

PROFESSIONAL TRAINING

Circles South East delivers training to professionals in humanitarian, statutory, and charitable sectors to build confidence and skills in supporting individuals who have sexually harmed, ultimately promoting rehabilitation and preventing further victimisation. Training also equips communities to recognise and challenge Violence Against Women and Girls, fostering safer, more informed cultures.

In 2024–2025, our training reached statutory agencies, charities, and non-profits, including long-standing partners such as Catch 22 and St Giles/Wise Group, as well as housing, employment, wellbeing, and education providers across the South East. We also delivered workshops to sixth form and university students and community groups, supporting recruitment and awareness goals. Plans are underway to expand online training, with some modules accessible to the public.

Through this work, professionals gain enhanced skills to manage individuals who have harmed in the community, identify and mitigate risk, and empower those around them to challenge harmful beliefs and behaviours. Training also benefits Circles South East, supporting financial sustainability and the development of innovative services aligned with our long-term goal of No More Victims.

"I found it informative, helpful and insightful. Thank you"
"Great training and it gave me more knowledge and understanding around how to challenge and support prevention again violence to Women and Girls"

"Really good active advice and steps to challenge behaviours. I've attended several trainings on this subject that talk a lot about the problem, but I really enjoyed how this was directed towards a solution."

"Great Training session. It was engaging and allowed the participants to reflect on real life situations. Well done…great facilitators !!"

STAFF WELLBEING & DEVELOPMENT

As part of our aim to ensure our staff are fully equipped to carry out their roles and confident that their knowledge and practice is underpinned by current research, we are appointing a trustee lead for research and placing a renewed focus on research and evaluation as a key part of our practice. We continue to have regular team meetings and quarterly team days for CPD and relationship building. Support is available to staff through a counselling service should they require it whilst working in this demanding and emotive field.

WHAT'S NEXT – CHIEF EXECUTIVE OVERVIEW

Year in Summary
This year has been one of both consolidation and steady progress for Circles South East. Across our services, we have continued to deliver high-quality, evidence-based interventions while navigating a challenging commissioning landscape and significant operational change. Despite these pressures, we have supported 203 individuals across our projects this year. This reflects a slight reduction in numbers of active Service Users compared to the previous year, which is largely attributable to the closure of the Enso Mentoring project, the temporary pause in new counselling referrals, and slower referral growth in some key contracts.

Our Circles delivery in London, Kent, Surrey, Sussex, Thames Valley and Hampshire remains central to our mission. We supported 70 Service Users within Circles this year, supported by around 280 active volunteers. While some areas - particularly the London Ministry of Justice (MoJ) contract - experienced lower referral rates than anticipated, our teams worked flexibly to maintain quality and ensure meaningful support for Core Members. Volunteer recruitment remained strong, with 122 new volunteers trained, strengthening our capacity for the year ahead.

Circles ReBoot delivery continued in partnership with Circles UK, with 8 ReBoot Circles delivered across the region. Feedback from staff, volunteers and Core Members remained consistently positive, demonstrating the value of this shorter, structured model for individuals who have accessed Child Sexual Exploitation Material (CSEM) online.

Our Police Partnerships delivering Prevention and Diversion projects continued to expand. This year, we delivered 21 VAWG workshops across Thames Valley and Surrey, reaching nearly 1500 students and community members, and providing professional 'Train the Trainer' sessions for external practitioners. Alongside this, we worked with15 individuals at risk of causing sexual harm, participating in multi-agency meetings, briefings, and targeted interventions designed to reduce risk and promote safer outcomes.

WHAT'S NEXT – CONT..

Looking Ahead

Our plans for the coming year reflect both stability and ambition. For Circles, our priorities include optimising delivery across our MoJ contracts in London, KSS and South Central areas; strengthening volunteer recruitment plans; and working with partners to explore longer-term funding options beyond the current national commissioning cycle.

We remain committed to growing the ReBoot model. Securing continuation funding will be a central priority, alongside further developing collaboration with Police forces to widen access for suitable service users.

Across our Police Partnership Prevention and Diversion projects, we will continue to build on the foundations laid this year - supporting individuals at risk of causing sexual harm, expanding awareness of VAWG, and equipping communities with the confidence to challenge harmful attitudes and behaviours.

For the Reducing Sexual Harm Support Hub, our focus will be on establishing Circles South East as a leading assessment provider through targeted marketing, reduced waiting times, and ensuring all team members are trained across assessment tools. The redevelopment of Breaking the Cycle into a modular programme, and the introduction of a peer-support offer for protective parents and carers, will further strengthen our preventative work.

The counselling service will finalise its audit and implement improved systems to reopen referrals. We will also explore opportunities to re-establish the Enso mentoring service within the region, subject to funding.

Professional training will continue to be strategically developed to expand our offer, build partnerships, and generate income to support our charitable aims.

At a charity-wide level, an organisational restructure will focus on improving efficiency, resource allocation and the systems needed for sustainable growth.

Finally, I want to acknowledge the exceptional commitment shown by our staff, volunteers and Trustees, whose work continues to strengthen communities and change lives. Our volunteers, in particular, give their time, skill and compassion so generously, and their dedication to our organisation and its mission remains one of our greatest strengths. We are deeply thankful to our funders and partners, whose support makes our work possible. As we look to the year ahead, we remain focused on delivering our mission and progressing our organisational aims with clarity and purpose.

Rebekah Saunders
Chief Executive

TRUSTEES REPORT

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 financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Reference and Administrative Details

Company number	06490001
Charity number	1123361
Registered office	129 Broadway Didcot Oxfordshire OX11 8XD
Trustees	Nora Holford (Chair) Elizabeth Jones Kirtsy Hudson (appointed 14 July 2025) Lydia Fransham Mark Goldup Rebecca Seaborne
Secretary	Timothy Trimble
Key Management Personnel	Rebekah Saunders (Chief Executive) Alex Downer (Senior Manager, South Central) Ashleigh Palombo (Senior Manager, London) Christopher Wilson (Senior Manager, Kent Surrey & Sussex) Sarah West (Senior Manager, Vigilant, Victim Support) Timothy Trimble (Finance and Administrative Manager)

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiner	Azets Audit Services Suites B&D Burnham Yard Beaconsfield Buckinghamshire HP9 2JH

Structure, Governance and Management

Constitution

Circles South East is a charitable company limited by guarantee with company number 06490001 and incorporated on the 31st January 2008. Circles South East was registered with the Charity Commission, registration number 1123361 on 28th March 2008. Prior to this, Circles South East was a project of the Religious Society of Friends known as HTV Circles. On 1st April 2008, the ownership and operation of HTV Circles was transferred to the charity.

The company was established under a Memorandum of Articles which established the objects and powers of the charitable company and is governed under its Articles of Association.

Board of Trustees

The directors of the company are also charity trustees and for the purpose of charity law and under the company's articles are known as members of the Management Committee.

The Board of Trustees advertises vacancies as they arise although it is always seeking to attract new skills and strengths to assist the governance of the Charity. A selection sub-group will process applications and present potential candidates to the Board for consideration and nomination for election. The Board seeks to ensure that the needs of the Charity are appropriately reflected in the diversity and experience of the Trustees.

Trustees are elected to the Board for a period of 2 years and may be recommended for re-election. One-third of the Trustees are obliged to retire by rotation at each annual general meeting and may offer themselves for re-election. The Trustees to retire by rotation shall be those who have been longest in office since their last appointment.

Induction and Training

All newly appointed Trustees receive a detailed induction and information pack to familiarise themselves with the charity and their role as a Trustee. The Board has regular Away Days to discuss future plans and objectives and discuss their role as a Trustee. Trustees are able to visit the team and liaise with the Chief Executive of the Charity to assist in their role. Training is arranged as the Board identifies specific requirements. Trustees must adhere to the Code of Conduct and be eligible for appointment as specified in the Articles of Association.

Risk Management

A Risk Register on the governance and operational activity of the charity is reviewed quarterly by the board. This ensures that the Charity has taken all reasonable precautions to reduce risk with systems in place to minimise risk and manage issues appropriately. Risk assessments are undertaken appropriately by staff on all aspects of operational activity.

Organisational Structure

Circles South East has a Management Committee of up to 15 trustees/directors who meet quarterly and are responsible for the governance and the strategic direction of the charity. The trustees are drawn from a variety of professional backgrounds relevant to the work of the charity.

There are 6 subgroups underpinning the work of the charity:

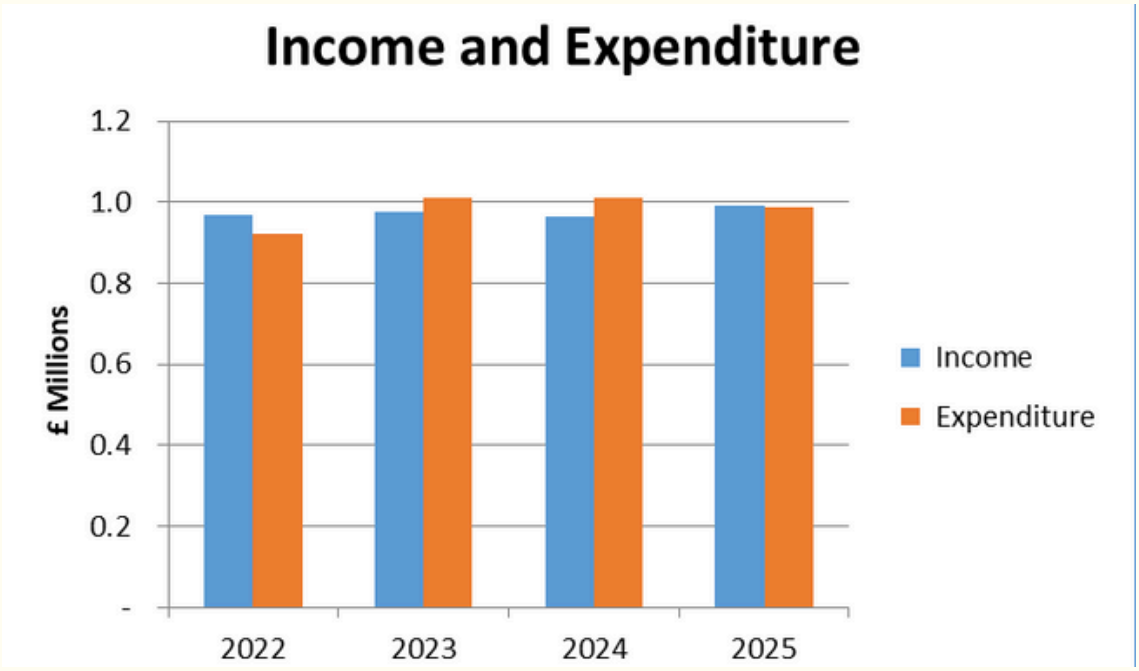
- Finance & General Purpose (including a Fundraising subsection)
- Communications
- Policies, Procedures and Human Resources
- Equality, Diversity & Inclusion
- Innovation & Development
- Volunteer and Staff Development & Wellbeing

A scheme of delegation is in place and day-to-day responsibility for the management of services, strategic development and income generation is with the Chief Executive supported by the Senior Management Team which includes a Finance & Administration Manager.

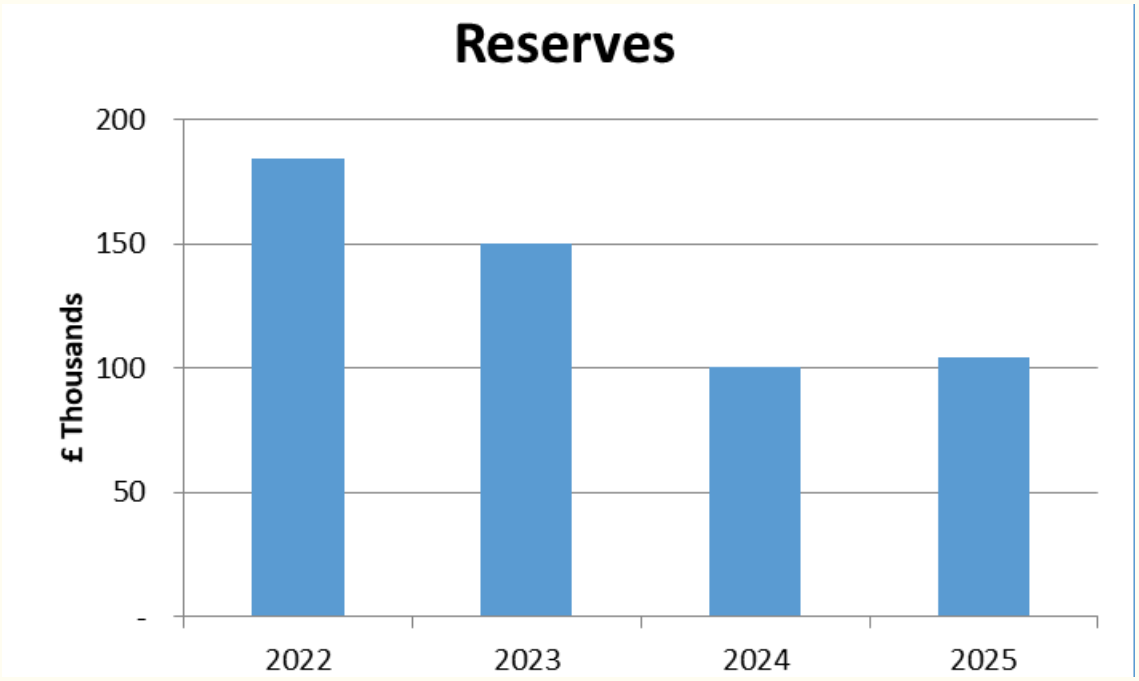
Financial Review

Financial Performance during the year

Income received during the year of £993,789 (2024: £962,463) was slightly higher than the previous year. Spending at £990,397 (2024: £1,011,897) showed a decrease over the previous year. This resulted in a surplus for the year of £3,392 compared to a deficit in the previous year of £49,434.



Reserves Policy



Circles South East needs to have reserves because of the complex and short-term nature of its funding arrangements. The charity is largely dependent on institutional funders and public sector commissioners to provide the services to its beneficiaries. This funding is therefore subject to shifting policy considerations, political decision-making, and the risk inherent in constant public sector re-organisation. Each of the funding streams that the Charity relies upon may not be renewed due to these factors or may need to be renegotiated. Historically this funding has been very short-term, with guarantees provided for 12 or 24 months, and the Charity has experienced several changes in the principal commissioning arrangements for its services. In particular, the new governance and funding arrangements introduced in relation to the delivery of probation services have yet to settle down, and this creates particular financial risks for the charity. The reserves are therefore required in order to allow time for a renegotiation of the contracts to ensure the stability of service provision or to allow for the services to be run down to an appropriate level requisite with the funding available in an ordered way.

For the purposes of calculating the target level of reserves, we assume funding of around half of our projects is suddenly withdrawn. In this situation we will require sufficient reserves in place to fund an orderly closure of the affected projects and to maintain core support services at existing levels during this period and for some reasonable time afterwards. Holding reserves also ensures we maintain working capital that can fund our day-to-day operations for example when grants are received in arrears.

Based on the budget agreed for the following year we estimate the reserves requirement on this basis to be approximately £209,000. Actual unrestricted reserves stood at £104,059 at the end of March 2025. This represents a shortfall to the reserves requirement of £105,030 (2023-24 £123,558). Reserves can be generated from the contract income and from fees levied for the provision of services. In order to build reserves up to the required level the Charity will transfer any surplus funds to reserves that it is free to do so, and not draw upon these during the financial year until the target level is reached unless a convincing business case can be constructed which illustrates that current investment of these funds will in the medium-term generate more funds in return and thereby improve the overall reserves position within a reasonable timeframe. Once the Reserves Requirement is reached the Charity will monitor on a quarterly basis the revised reserves target and this will be part of the quarterly report produced for the Board. The basis for setting the reserves target will be reviewed annually.

The Trustees are aware the reserves level at 31 March 2025 remains below target level have ensured the 2025-26 budget process produced a realistic budget that will result in a surplus for the charity in 2025-26 so that our reserves could be built back up again.

Approved by order of the board of trustees and signed on its behalf by:



N Holdford - Chair of Trustees

Date: 15 December 2025

Independent Examiner's Report to the Trustees of Circles South East

I report to the trustees on my examination of the accounts of Circles South East (the Company) for the year ended 31 March 2025 which are set out on pages 29 to 42.

Responsibilities and basis of report

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

Having satisfied myself that the accounts 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 your Charity's accounts 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 company'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 (ICAEW), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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
4. the accounts 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 accounts to be reached.

Signed: ..Christopher Nisbet..... Date: .16/12/2025.....

Mr C J Nisbet FCA
Azets Audit Services
Suites B&D
Burnham Yard
Beaconsfield
Buckinghamshire. HP9 2JH

CIRCLES SOUTH EAST
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 Unrestricted funds	2025 Restricted funds	2025 **Total funds**	2024 Unrestricted funds	2024 Restricted funds	2024 **Total funds**
INCOME							
Donations and Legacies		28,147	3,500	**31,647**	54,915	-	**54,915**
Charitable Activities							
Statutory agencies		337,152	212,733	**549,885**	183,793	208,820	**392,613**
Charities		-	27,241	**27,241**	4,100	176,573	**180,673**
Trusts and foundations		240,000	60,000	**300,000**	195,000	50,000	**245,000**
Partner support and intervention		62,284	-	**62,284**	51,410	-	**51,410**
Other		22,131	-	**22,131**	37,203	-	**37,203**
Investment Income		601	-	**601**	649	-	**649**
Total		690,315	303,474	**993,789**	527,070	435,393	**962,463**
EXPENDITURE							
Charitable Activities							
Circles		388,865	348,711	**737,576**	315,886	401,907	**717,793**
Counselling		180,672	-	**180,672**	43,996	153,133	**197,129**
Partner support and intervention		67,422	-	**67,422**	89,046	-	**89,046**
Youth		4,727	-	**4,727**	7,929	-	**7,929**
Total	3	641,686	348,711	**990,397**	456,857	555,040	**1,011,897**
Net Income/(Expenditure)		48,629	(45,237)	**3,392**	70,213	(119,647)	**(49,434)**
Transfers between Funds		(40,359)	40,359	-	(124,525)	124,525	-
Net Movement in Funds	4	8,270	(4,878)	**3,392**	(54,312)	4,878	**(49,434)**
RECONCILIATION OF FUNDS							
Total funds brought forward		95,789	4,878	**100,667**	150,101	-	**150,101**
Total funds carried forward		104,059	-	**104,059**	95,789	4,878	**100,667**

All recognised gains and losses are included in the statement of financial activities.
The results for the year all relate to continuing activities.
The notes form part of these financial statements.

CIRCLES SOUTH EAST
BALANCE SHEET
AT 31 MARCH 2025

	Notes	Unrestricted funds	Restricted funds	**2025 Total funds**	2024 Total funds
		£	£	**£**	£
FIXED ASSETS					
Tangible assets	7	3,395	-	**3,395**	4,937
CURRENT ASSETS					
Debtors	8	199,491	-	**199,491**	140,427
Cash at bank and in hand		46,342	-	**46,342**	4,306
		245,833	-	**245,833**	144,733
CURRENT LIABILITIES					
Creditors amounts falling due within one year	9	145,169	-	**145,169**	49,003
NET CURRENT ASSETS		100,664	-	**100,664**	95,730
TOTAL ASSETS LESS CURRENT LIABILITIES		104,059	-	**104,059**	100,667
TOTAL NET ASSETS		104,059	-	**104,059**	100,667
THE FUNDS OF THE CHARITY	11				
Unrestricted funds				**104,059**	95,789
Restricted funds				**-**	4,878
TOTAL				**104,059**	100,667

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

- 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 complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies to the small companies regime of the Companies Act 2006 and with the Financial Reporting Standard 102 SORP.

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

Date: 15 December 2025

N. Holdford - Chair of Trustees

CIRCLES SOUTH EAST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025	2024
		£	£
Cash flows from operating activities			
Cash generated from/ (absorbed by) operations	13	**42,036**	(87,074)
Cash Flows from Investing Activities			
(Purchase) of tangible fixed assets		**-**	-
Net Cash provided by (used in) Operating Activities		**-**	-
Increase (Decrease) in cash and cash equivalents		**42,036**	(87,074)
Cash and cash equivalents at the beginning of the year		**4,306**	91,380
Cash and cash equivalents at the end of the year		**46,342**	4,306

CIRCLES SOUTH EAST
NOTES TO THE FINANCIAL STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below;

a) Charity information

Circles South East is a private company limited by guarantee incorporated in England and Wales. The registered office is Baptist House, 129 Broadway, Didcot, Oxfordshire. OX11 8XD

b) Incoming resources

All income is 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.

c) Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Support costs are allocated to activities on the basis of time spent. Governance costs include the costs of Trustees meetings, accountancy fees and professional fees.

d) Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to profit or loss.

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

f) Financial instruments
The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

g) 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 is included in the notes to the financial statements.

h) 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.

i) Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

j) Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.
A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. ANALYSIS OF INCOME

	Unrestricted £	Restricted £	**Total 2025 £**	Total 2024 £
Statutory Agencies				
Clinks Partnership	-	-	**-**	6,000
Hampshire PCC	-	-	**-**	9,844
NPS Circles Kent Surrey Sussex	104,836	-	**104,836**	58,986
NPS Circles London Region	107,091	-	**107,091**	48,694
NPS Circles South Central	125,225	-	**125,225**	76,113
NPS ENSO KSS	-	42,464	**42,464**	37,464
Surrey PCC	-	79,299	**79,299**	50,541
Thames Valley Police	-	90,970	**90,970**	104,971
	337,152	212,733	**549,885**	392,613
Charities				
Circles UK	-	27,141	**27,241**	38,750
The National Lottery Community Fund	-	-	**-**	141,923
	-	27,141	**27,241**	180,673
Trusts and Foundations				
AB Charitable Trust	30,000	-	**30,000**	30,000
AS Charitable Trust	30,000	-	**30,000**	25,000
Bromley Trust	40,000	-	**40,000**	-
City Bridge Trust	-	50,000	**50,000**	50,000
Garfield Weston	20,000	-	**20,000**	25,000
Henry Smith	90,000	-	**90,000**	60,000
Lloyds Bank Foundation	-	-	**-**	25,000
Neighbourly Southern Co-op Hampshire	-	10,000	**10,000**	-
Tudor Trust	30,000	-	**30,000**	30,000
	240,000	60,000	**300,000**	245,000
Donations and Gifts				
Legacies	2,818	-	**2,818**	54,554
Donations	25,239	3,500	**28,829**	361
	28,147	3,500	**31,647**	54,915

2. ANALYSIS OF INCOME (continued)

	Unrestricted £	Restricted £	**Total 2025 £**	Total 2024 £
Charitable Activities				
Partner Support and Intervention	62,284	-	**62,284**	51,410
Other				
Training Courses	16,028	-	**16,028**	25,526
Spots and Other	6,103	-	**6,103**	11,677
	22,131	-	**22,131**	37,203
Bank Interest	601	-	**601**	649
Total Income	690,315	303,475	**993,789**	962,463

3. ANALYSIS OF EXPENDITURE

Charitable Activities	Staff costs £	Other direct costs £	Support costs £	**2025 Total £**	2024 Total £
Circles	570,469	111,318	55,789	**737,576**	717,793
Counselling	163,292	12,242	5,138	**180,672**	197,129
Partner support and intervention	53,969	1,708	11,745	**67,422**	89,046
Youth	2,966	1,027	734	**4,727**	7,929
	790,696	126,295	73,406	**990,397**	1,011,897

Analysis of Support Costs

	Circles £	Counselling £	Partner support and intervention £	Youth £	**2025 Total £**
Office Costs	36,101	3,324	7,600	475	**47,500**
Insurance	224	21	47	3	**295**
Communication and IT	4,339	400	914	57	**5,710**
Governance	15,125	1,393	3,184	199	**19,901**
	55,789	5,138	11,745	734	**73,406**

4. NET MOVEMENT OF FUNDS IS AFTER CHARGING

	2025	2024
	£	£
Independent Examiner's Fees	**3,383**	2,510
Depreciation	**1,542**	2,352

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 (2024: £Nil)

	2025	2024
	£	£
Trustees' expenses reimbursed to 1 trustee (2024: 1) for travel expenses	**94**	63

6. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	**688,942**	731,738
Social security costs	**60,177**	65,890
Contributions to a defined contribution pension scheme	**41,577**	44,180
	790,696	841,808

No employee received employment benefits (excluding pension costs) in excess of £60,000.

The key management personnel of Circles South East comprise the Trustees and the Chief Executive. The total employee benefits of the key management personnel (including pension costs) were £68,606 (2024 £68,606).

The average number of staff employed during the year was as follows:

Number of Co-ordinators	**16**	18
Number of Administration Staff	**4**	4
Number of Management Staff	**1**	1
	21	23

The average number of full-time equivalent staff employed during the year was as follows:

Number of Co-ordinators	**13**	15
Number of Administration Staff	**3**	3
Number of Management Staff	**1**	1
	17	19

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	**Total**
COST	£	£	**£**
At 1 April 2024	1,845	12,676	**14,521**
Additions	-	-	**-**
Disposals	-	2,011	**2,011**
At 31 March 2025	1,845	10,665	**12,510**
DEPRECIATION			
At 1 April 2024	1,556	8,028	**9,584**
Charge for year	43	1,052	**1,095**
Disposals	-	1,564	**1,564**
At 31 March 2025	1,599	7,516	**9,115**
NET BOOK VALUE			
At 31 March 2025	246	3,149	**3,395**
At 31 March 2024	289	4,648	**4,937**

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Grants due	**105,064**	135,912
Deferred income	**90,000**	-
Other debtors	**4,427**	4,515
	199,491	140,427

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	**34,571**	24,764
Taxation and social security	**14,394**	18,906
Deferred income	**90,000**	-
Other creditors	**6,204**	5,333
	145,169	49,003

10. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed:

	Equipment	Property	**2025**	2024
	£	£	**£**	£
Payable within one year	1,711	7,304	**9,015**	8,917
Payable one year to five years	3,850	9,130	**12,980**	21,817

11. MOVEMENT IN FUNDS

	At 1.4.24	Income	Expenditure	Transfers	Closing Balances
Unrestricted Funds	£	£	£	£	**£**
General Fund	95,789	690,315	641,687	(40,359)	**104,059**
Restricted Funds					
Circles UK - Faith Circles	4,878	-	7,140	2,262	**-**
Circles UK - ReBoot Circles	-	27,241	30,794	3,553	**-**
City Bridge Trust	-	50,000	59,779	9,779	**-**
Lloyds Foundation	-	3,500	3,500	-	**-**
Neighbourly Southern Co-op Hampshire	-	10,000	10,000	-	**-**
NPS ENSO KSS	-	42,464	51,158	8,694	**-**
Surrey PCC - Circles	-	30,000	37,798	7,798	**-**
Surrey PCC - Operation Shield	-	49,299	53,771	4,472	**-**
Thames Valley Police - Safer Streets	-	13,999	14,791	792	**-**
Thames Valley Police - Vigilant	-	46,971	49,628	2,657	**-**
Thames Valley Police Circles	-	30,000	30,352	352	**-**
Total Restricted Funds	4,878	303,474	348,711	40,359	**-**
TOTAL FUNDS	100,667	993,789	990,397	-	**104,059**

Movements in funds

Unrestricted Funds

General Funds are provided for Management salaries and Support Services.
Other Undesignated Funds further the work of providing Circles and other related services such as Counselling, Assessment, Training and Partner Support.

Restricted Funds

Circles UK - Faith Circles
A grant to provide faith Circles in the South East.

Circles UK - ReBoot Circles
A grant to provide reboot Circles in the South East.

City Bridge Trust
A grant to provide Circles activities in the London area, supported by City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628).

Lloyds Foundation - Gifts in kind for Consultancy services.

Neighbourly Southern Co-op Hampshire - A grant to provide Circles services in Hampshire.

NPS ENSO Kent, Surrey & Sussex
A grant to provide ENSO services.

Surrey PCC - Circles
A grant to provide Circles activities in Surrey and work on Violence against Women and Girls agenda.

Surrey PCC - Operation Shield
A grant to support the Police Operation Shield project in the Surrey area.

Thames Valley Police
- Safer Streets a grant to provide Bystander training and Offender work
- Vigilant - a grant to support the Police Vigilant project in the Thames Valley area
- Circles- a grant to provide Circles activities

12. RELATED PARTY DISCLOSURES

There were no related party transactions during the year (2024: Nil)

13. CASH GENERATED FROM OPERATIONS

	2025	2024
	£	**£**
Surplus/ (Deficit) for the year	**3,392**	(61,934)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	**1,542**	2,352
Movements in working capital:		
(Increase)/Decrease in debtors	**(59,064)**	(33,232)
Increase/(Decrease) in creditors	**96,166**	5,740
Cash generated from/ (absorbed by) operations	**42,036**	(87,074)

14. ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the year.



REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

CIRCLES SOUTH EAST

England & Wales - Charity number 1123361

Accounts

CIRCLES SOUTH EAST

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

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CHAIR'S FOREWARD

It gives me great pleasure to introduce the 2023-4 Annual Report for Circles South East. Last year I reported a more secure financial outlook, due to our success in securing Ministry of Justice contracts for delivery of circles across our core areas in London and the southeast of England. Although this proved to be more challenging than anticipated all three contracts have delivered in their first year and are looking on track for year two. I wish to acknowledge the huge efforts from staff and volunteers to make this happen and deliver this key plank of our 'no more victims' strategy.

However, these are not the only achievements from the past year, other noticeable successes are continued delivery of ReBoot circles, and the continuing growth of the Hub services.

Another key area has been Volunteer recruitment, as like many in the voluntary sector, finding volunteers of the right calibre is becoming more difficult. Volunteers are key and continue to be at the heart of everything that we do. Their enthusiasm and dedication are crucial to the success of the charity. I'm truly grateful to all our volunteers both our 'regulars' and new recruits.

Looking forward to the coming year we intend to continue to build on the foundations achieved last year, take the time that this financial stability provides, strengthen the core of the charity and ensure that we have the right strategies and vision in place to continue to support all our service users well into the future.

Nora Holford
Chair

PURPOSE AND AIMS OF THE CHARITY

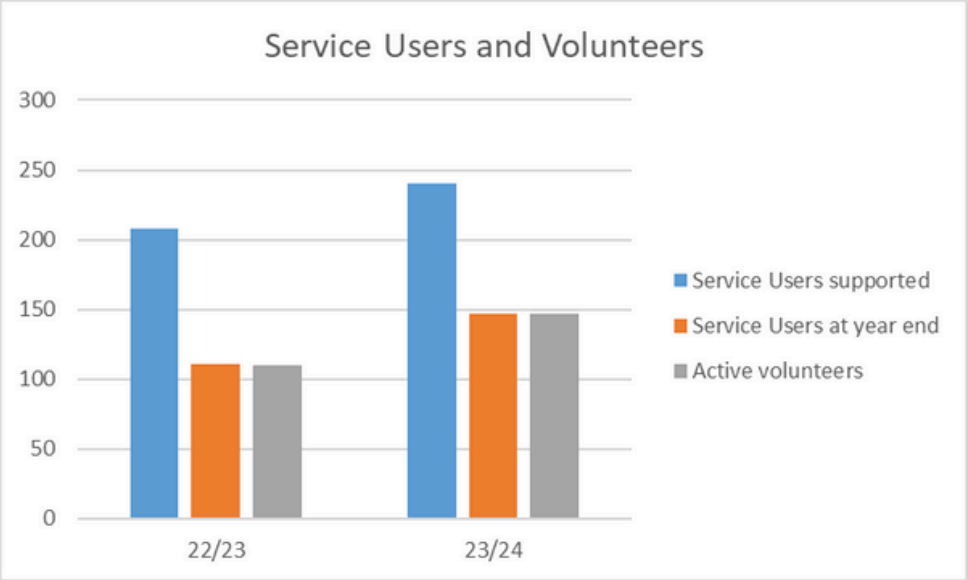
Our charity's purposes are contained in the company's memorandum of association:

To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

Our Aims

The Board of Trustees has determined the primary aim as the prevention of sexual abuse and therefore reduction in the number of new victims created. This is achieved through:

- A range of interventions to support both survivors and perpetrators in their recovery, rehabilitation and reintegration, recognising that each person has a unique set of personal circumstances and therefore will need a tailored response in order to progress
- Reducing stigma and isolation and increasing victims, partners and families wellbeing through helping them cope, recover and make informed life choices
- Risk management provision undertaking assessment of those who have offended and those who may have responsibility for safeguarding
- Awareness; education and an appetite and ability to talk about abuse, identifying appropriate and inappropriate behaviours, highlighting risk, treating all people with fairness and respect
- Identifying, training and supervising motivated and committed members of the public to offer support to and demand accountability from persons who have committed or who are deemed likely to commit sexual offences (the core member).

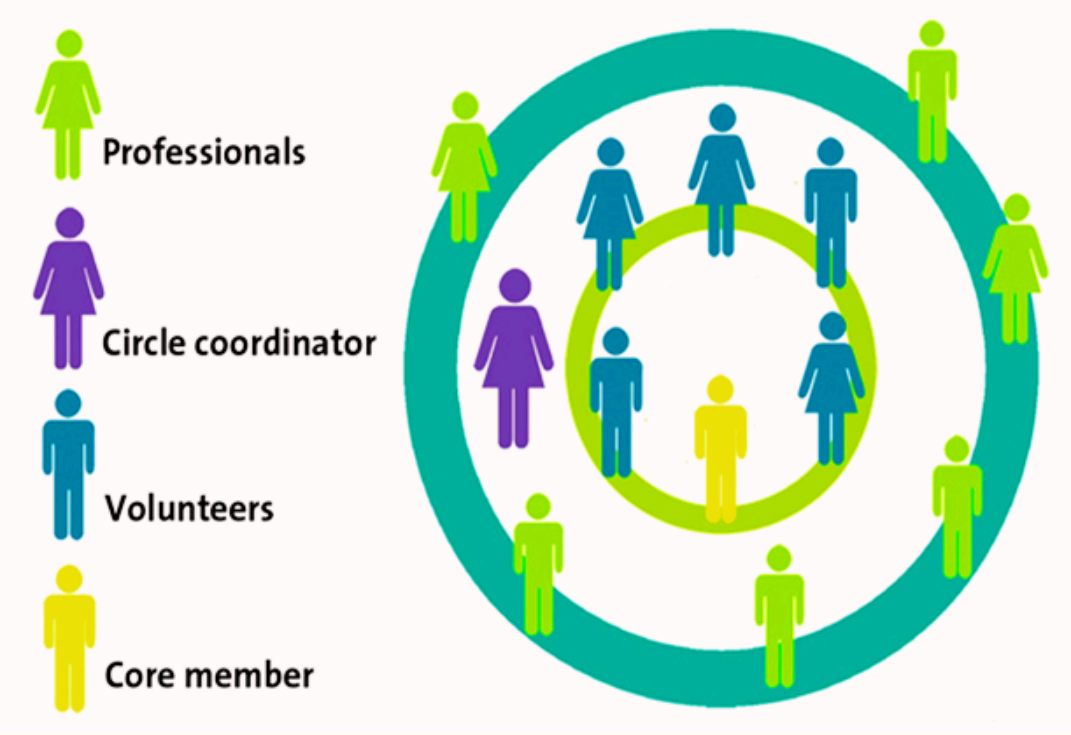


The number of Service users supported during the year has held up well, we experienced a reduction in Circles Core Members but an increase in Service Users accessing Counselling services. The reduction in Active Volunteers in the 2022/23 year reflects the reduction in Circles provision during the year as explained elsewhere, this number has recovered to previous levels in 2023/24.

Circles of Support & Accountability

Overview:

A Circle of Support and Accountability (or 'Circle') is a simple concept by which a group of trained and professionally supervised volunteers form a 'Circle' around an individual who has been convicted of a sexual offence (known as the Core Member) living in or due to be released into the community. A Circle provides a structured support network to the Core Member whilst holding them accountable for their behaviour. The Circle works in close partnership with the statutory agencies and is managed by a trained professional known as the Circle Coordinator. Circle support typically lasts between 12 and 18 months.



The Circle comprises volunteers from the community who are supported by professional staff

Circles of Support & Accountability

Aims:

The key aims of the Circles model are to:

- Strengthen risk management delivered by statutory partners (e.g. Police and Probation) and therefore contribute positively to the protection of the public
- Contribute to a reduction in dynamic risk[1] for Core Members engaging in a Circle
- Increase the likelihood of desistance from sexual offending for Core Members engaging in a Circle
- Reduce Core Members' experiences of social isolation and the associated risks of sexual reoffending
- Support Core Members to work towards more stable, pro-social lives through outcomes such as finding suitable volunteering or employment opportunities, building appropriate social networks and engaging in community activities
- Improve the emotional wellbeing of Core Members.

Core Members:

The Circles model is intended to support individuals (the Core Member) who have been convicted of sexual offence(s) and who have needs related to social isolation and emotional loneliness. Our current contracts allow us to work specifically with those individuals who are currently managed by statutory agencies (Probation and/or Police). These include individuals who are on licence having been recently released from custody, on community sentences or having completed their sentences being managed by Police on Sexual Harm Prevention Orders and/or the Sex Offenders Register.

As a Circle is a voluntary support service, all Core members engaging in Circles do so voluntarily and therefore they must be motivated to attend and engage with the Circle. Individual contracts have specific eligibility criteria for referral but the majority of Circles services are targeted towards those who are assessed as being high or very high Risk of Serious Harm.

Beneficiaries:

The overarching beneficiary of a Circle is the wider community – through the intended aims of the Circle, we are contributing to the ultimate goal of 'No More Victims'. By supporting individuals who have caused sexual harm to integrate safely into the community, we intend to help them achieve fulfilling lives and thereby desist from further sexual offending.

[1] Dynamic risk relates to factors that are changeable and also known to have an impact on future sexual or violent offending, such as hostile orientation or anti-social influences. For comparison, Static risk relates to prediction through historical factors known to be statistically predictive of future sexual and violent offending, such as number of previous convictions.

Circles of Support & Accountability

Beneficiaries continued:

In addition to this, the local community benefits from our service too. Through our work to raise awareness of the Circles model and sexual harm more widely, community members are given the chance to learn about this important area and provided with opportunities to get involved through volunteering. Our volunteers report a very high level of satisfaction with our training, volunteering opportunities and supervision provision and many eventually leave our service to commence employment in the statutory agencies we support, such as Police, Probation Service and Social Services.

The Circle Core Member is also a key beneficiary. Core Members engage with us voluntarily, aware that their lifestyle has led them to previously inappropriate and abusive behaviour. By engaging with our volunteers, Core Members learn to live life in a more content, purposeful and secure manner, meaning they may no longer choose to behave in an abusive way to meet their needs. Our Core Members report increased feelings of wellbeing as a result of their engagement with a Circle and typically end a Circle feeling more optimistic about the future, having made some positive steps towards achieving their goals.

"I am much happier and content (now), not as impulsive as I used to be and have learned to think things through - I am totally committed to never offending again"

CORE MEMBER

The statutory agencies we deliver Circles for (Probation and Police) also gain hugely from our service delivery. Circles are as much about monitoring and risk management as they are about support and thus they are able to contribute to the dual aims of the statutory agencies – to protect the public whilst supporting rehabilitation.

"(The service user) speaks very highly of his time with (his coordinator) and the other volunteers. There is a noticeable change in his demeanour and presentation now in comparison to when I first met him two years ago"

HAMPSHIRE CONSTABULARY, MAY 2023

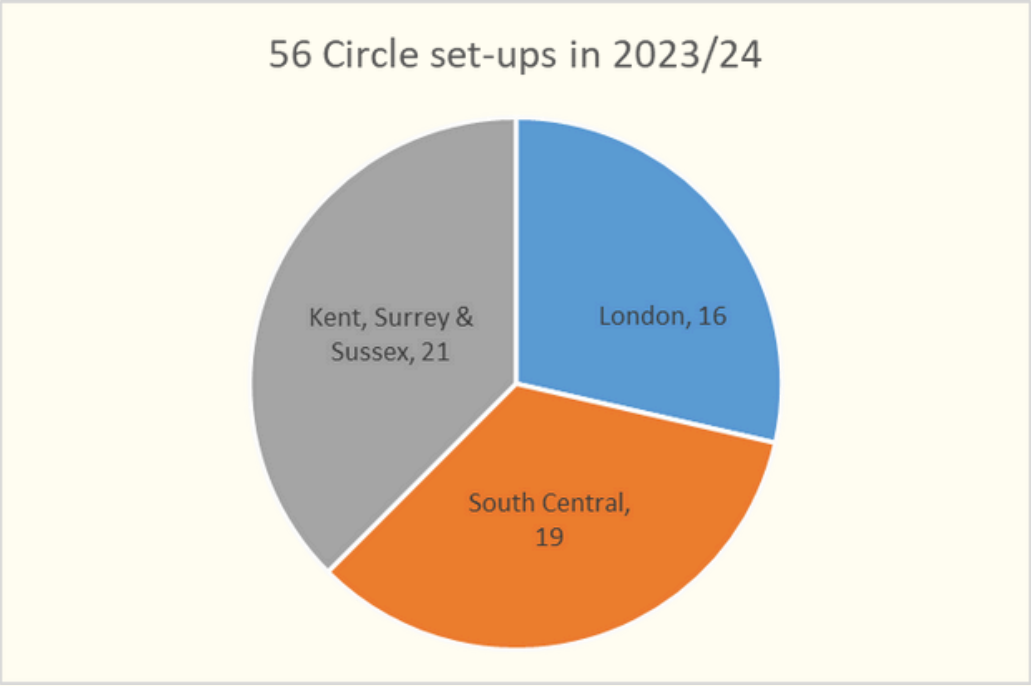
MAIN ACHIEVEMENTS OF 2023-24

Circles South East have now reached the end of its first year delivering the Ministry of Justice's nationally commissioned 4-year contracted service to deliver Circles of Support and Accountability across the 3 geographical of.

- ·South Central (Thames Valley, Hampshire & The Isle of White)
- ·London (The Greater London area)
- ·Kent Surrey and Sussex.

Circles South East have also delivered Circles as one of the options available under current contract arrangements with Surrey Police and Crime Commissioner (PCC) and Hampshire and Isle of Wight PCC. The Surrey PCC contract has been renewed for a further 3 years 2024 - 2027. Having achieved success in a tendering process conducted in open market competition to provide Circles in the 3 Probation regions listed above, the past year has proved difficult, with numerous challenges both prior to the start of mobilisation and in the ability to deliver the service.

These challenges have all been created externally, relating to both the Ministry of Justice's model of delivery and payment structures, issues which have been acknowledged by the Ministry's contract Managers. However, despite both the difficulties and challenges Circles South East has continued to show resilience and fortitude, with a determination to deliver a Service of quality.



London Circles

As was highlighted in last year's Annual Report London had to close the project completely, prior to the implementation of the new contract, the loss of volunteers and the need to create a new project infrastructure slowed the operational start significantly. Additionally we faced new referral criteria, often inappropriate referrals and slower than expected referral rates. However, the London team responded proactively to these challenges, resulting in an improvement in referral rate. Developing good working relationships with Probation, at both operational and senior level, there was also a continued steady stream of new volunteers being recruited and trained. The team have worked to establish and maintain a referral pathway and are now seeing a real growth in operational activity.

Case study 1

"This Core Member-CM (our name for the service user) didn't see himself as someone who was isolated/ lonely, despite this being flagged as a concern by his PP. However, he highlighted some key areas of need within his assessment and agreed to become involved with the project. He had an excellent first meeting with his Circle in which he was very open and honest with the volunteers about his experiences of custody and the impact on his mental health. He talked about how he is still aware he needs to manage his mental health and is keen to build relationships with the volunteers and set and work towards positive goals to help him with this"

Case study 2

"The volunteers raised a concern within the Circle minutes regarding a possible breach of licence conditions/SHPO. This was picked up immediately by a member of staff and flagged with his PP and Jigsaw Officer. This is being carefully managed by all involved to ensure ongoing engagement with the Circle is not affected. Having received this information, the Jigsaw Officer intends to take some action in line with his role to gather evidence of any breaches that may have occurred. Whilst this may not be a "good news story", it shows the role that volunteers can play in monitoring risk and sharing essential information with professionals. Any identification of risk escalation or breaches are seen as a positive outcome for Circles as it contributes to the overall aim of protecting the public".

South Central Circles

Unlike London, South Central was inundated with referrals before the project was able to begin establishing Circles and the establishing of the referral panel was essential in helping to allocate Circles by priority. The early establishment of Circles led to volunteer depletion and as a result we were able to recruit another 106 volunteers over the course of the year, doubling the size of the volunteer pool. Coordinators also spent many hours in the early stages of the contract visiting Probation Offices and promoting the service to Probation Practitioners who were new to the service. This also involved visiting Police offices and new MOSOVO (Management of Sex Offenders and Violent Offenders) officers, due to the contract being shared between the Probation Service and the PCC.

The Referral Panel in South Central has facilitated a flexible and proactive approach to the contract and allowed for a dynamic response to changes in risk and the need to prioritise when statutory agencies have identified an especially urgent concern. The establishment of this effective Referral Panel has formalised and reinforced the existing outstanding multi-agency working relationship we have developed over a number of years with our statutory partners in the area..

Core Member Testimony

The Core Member stated – "I am very thankful for the whole Circles experience. It has been very well structured and carried out with expertise and consideration. The facilitators are very experienced, always willing to listen and explore things that troubled me and help me reach level headed understanding of my mistakes and behaviour. I am much happier and content (now), not as impulsive as I used to be and have learned to think things through - I am totally committed to never offending again".

Kent Surrey and Sussex Circles

Kent Surrey and Sussex benefited from the local arrangement previously held between Circles South East and the area's Probation Management who used local funding to secure continuity between the end of the old contract and the awarding of the MoJ contract.

As with the other two areas a Referral Panel was set up and has proved to be of invaluable help to the success of new set ups and the operational delivery of those new Circles. Initial difficulties experienced by the project were all positively addressed through the creation of the referral panel. Initial slow referral rates from Probation Practitioners led to implementation of measures to identify appropriate referrals that met the new MoJ criteria which ensured we were targeting those potential Core Members identified by that Probation as of concern. It is with particular thanks to the head of Probation Programmes who worked tirelessly with the KSS referral panel to ensure that all difficulties were addressed, leading to a successful fulfilling of the contract. This success is represented by an appropriate risk related waiting list, currently numbered at four.

Case Study

The Core Member had been sentenced to life and served 24 years in a variety of custodial establishments, psychiatric hospitals & latterly a medium secure unit. One of his major concerns centred around his conviction and how he would be judged by society. He stated that he always felt Circle meetings left him with a lot to reflect on and thrived on the fact he was being stimulated. The volunteers pushed him at times to try activities out of his comfort zone, however he said over time he felt confident enough to say no and they were always accepting of the decisions he made. They would have serious discussions; however, he enjoyed the fact they could laugh together, and this was ok too. Most of their weekly meetings took place in a local community café where he felt relaxed and welcomed – after being in institutions for so long his goal was to find places he could eventually go to independently and not feel anxious. The café displayed work by local artists, and he gained the confidence to bring in one of his own paintings which was eventually sold. This was such an important milestone, and he was able to share his love of art, and a highlight of the Circle was a trip they organised to the Koestler exhibition in London. He had said that he would never have had the confidence to go on his own and had not been to London for over 25 years.

After many years of psychiatric treatment, he continues to have a large team of mental health & criminal justice professionals supporting him however, he has said that it has been the Circle that has made him feel truly accepted as a valued member of the community – he believes they genuinely care & have shown him humanity which he will never forget.

MAIN AIMS FOR THE YEAR(S) AHEAD

The key aims for the next few years relate to establishing and maintaining new and effective ways of working under the new contract arrangements.

The focus will be on:

- Establishing settled and effective referral pathways
- Developing and implementing new reporting measures to comply with the MoJ contract requirements
- Increasing frequency, stability and the total number of Circle set-ups
- Increasing volunteer recruitment efforts, with targeted recruitment campaigns in key areas
- Building effective working relationships with Probation under the new arrangements associated with the MoJ contracts
- Ensuring there is consistency of practice and delivery across all of our Circles contract areas.

CIRCLES REBOOT

Overview:

Circles ReBoot incorporates the principles of traditional Circles whilst targeting a different group of service users, using a slightly adjusted delivery method. A ReBoot Circle consists of 3 or 4 trained and supervised Volunteers supported by a Coordinator and an Outer Circle of Professionals. The Circle will be shorter (12 sessions over a 6-month period) with sessions and activities focused specifically on using the Core Member's strengths and aptitudes to achieve agreed goals. A ReBoot Circle is more structured than a traditional Circle and volunteers make use of a specifically designed resource pack to support the Core Member to develop in key areas. Circles South East currently deliver a limited number of Reboot Circles across the entire South East region funded by Circles UK.

Circles South East are also able to deliver Circles ReBoot with Surrey PCC and Thames Valley Police.

Target Service Users:

The Circles ReBoot model is intended to support individuals who have been convicted of accessing Child Sexual Exploitation Material (CSEM, or sometimes referred to as 'indecent images of children'). Circles ReBoot is designed specifically to meet the needs of individuals who meet a lower risk threshold, but where it is likely risk will escalate without intervention.

Beneficiaries:

As with traditional Circles, the main beneficiaries of Circles ReBoot delivery are the wider public, local communities, our volunteers, Core Members and our statutory partners.
The added benefit for statutory partners is that quite often, those individuals who have been assessed as posing a lower risk are not able to access support services or rehabilitation programmes. Often services are targeted at individuals within the higher-risk profile, leaving statutory partners unable to make onward referrals for lower-risk individuals. Circles ReBoot provides an avenue for additional non-statutory support which therefore appears to be lacking in some areas for this service user profile.

CIRCLES REBOOT CONTINUED...

Aims:

The key aims of the Circles ReBoot model are to:

- Strengthen risk management delivered by statutory partners (e.g. Police and Probation) and therefore contribute positively to the protection of the public
- Contribute to a reduction in dynamic risk for Core Members engaging in a ReBoot Circle
- Increase the likelihood of desistance from accessing Child Sexual Exploitation Material (CSEM) for Core Members engaging in a ReBoot Circle
- Reduce Core Members' experiences of social isolation and the associated risks of sexual reoffending
- Support Core Members to work towards more stable, pro-social lives through outcomes such as finding suitable volunteering or employment opportunities, building appropriate social networks and engaging in community activities
- Improve the emotional wellbeing of Core Members.

Main Achievements of 2023-24:
After a successful Pilot project where some changes were made to the model, we were able to move to full delivery ReBoot Circles. We successfully delivered 7 Reboot Circles, of which;

- 2 were for the Metropolitan Police in London
- 3 were for Hampshire and Isle of Wight Police
- 1 was for Sussex Probation
- 1 was for Thames Valley Police

Main Aims for the year(s) ahead:
We have just secured some continuation funding from Circles UK for the Circles ReBoot project across the South East region, therefore the focus for the year ahead will be to successfully deliver a limited number of ReBoot Circles. We intend to seek additional funding to expand project delivery and support further individuals who have accessed CSEM.

- REBOOT COORDINATOR -

"The real benefit for the CM appeared to be the positivity of the volunteers which he said rubbed off onto him, saying he felt more positive and wanted to be more pro-active. He said he also enjoyed the general conversations with the volunteers which reaffirmed to him that he was still able to hold a meaningful conversation with others and appreciating that he was not judged by the volunteers. He was able to see himself as more of a 'whole person' and not just someone who was defined by his convictions."

ENSO MENTORING

The Enso Model:

The Enso Mentoring model is based on the essence of Circles' work. Those persons (the Service User) who have multiple complex needs, been convicted, and imprisoned for committing offence(s) of sexual violence or violence, can access the Enso mentoring service. This can be done while still serving their sentence or once they have been released, and the support they are offered will be tailored to their individual needs. Support whilst in Custody, will take the form of prison visits and letter writing. This Correspondence Mentoring will be used to start building relationships with their volunteers and give hope for their future lives in the community.

Once in the community, access to paired or group mentoring support is available. The focus of this mentoring support is to build trusting relationships and to provide Service Users with a network of people they can engage with in safe social activities.

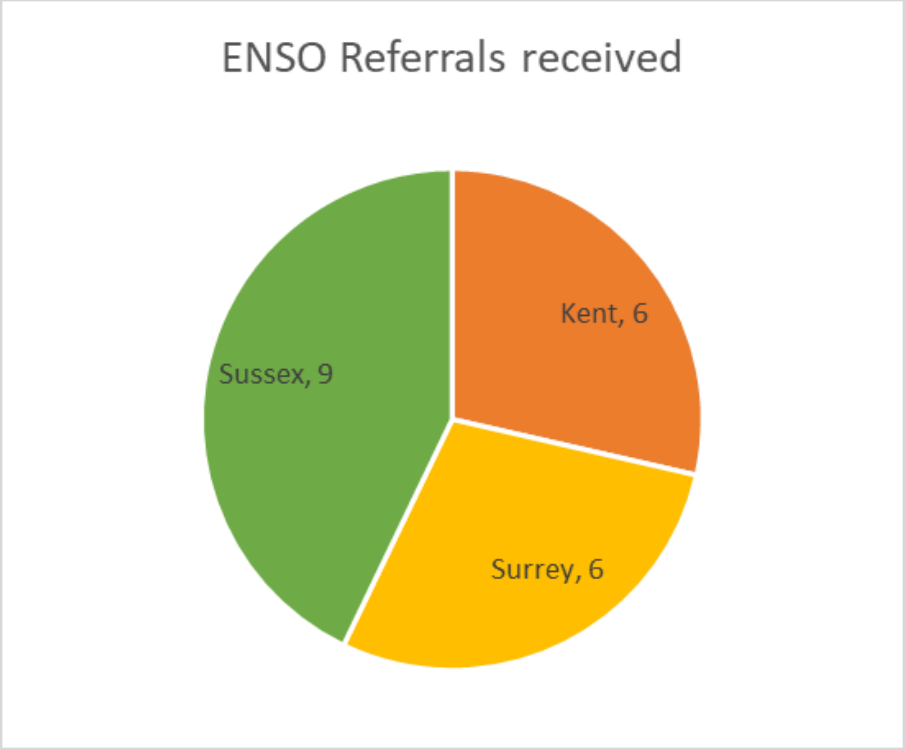
Volunteers and Training:

Volunteers who deliver the Enso mentoring model are experienced Circle volunteers who have been specifically trained. Over the past year there have been a total of 6 events in which specific Enso training was delivered, resulting in a total of 37 experienced Circle volunteers trained to deliver Enso mentoring. There are also13 volunteers who have expressed interested and are currently awaiting training.

Operational Overview:

All operational outcomes are measured against a set of Key Performance Indicators specifically designed for the Kent, Surrey, and Sussex Enso Mentoring Project.

ENSO MENTORING CONTINUED...



Main Aims for the year(s) ahead:

We were informed that post September 2024, Kent, Surrey & Sussex Probation would engage in a process of competitive tendering for this service. Unfortunately this has been delayed and the project entered an exit strategy and terminated at the end of September 2024.

MR – Kent Chiron case –

in custody for many years following a sexual offence. The mentee is blind and therefore unable to easily converse in writing. For support to be offered to the mentee in a way that enabled him to engage, the coordinator was very creative and researched a 'spoken letter'. This was established through opening a prisoner voicemail account whereby the selected volunteer writes a letter and shares it securely with the coordinator. The coordinator then reads/records the letter for the mentee to dial up and listen to. A reply is then recorded, and an alert sent to the coordinator. The coordinator transcribes the response and shares with the volunteer. This has proved very successful in establishing and maintaining a supportive relationship and we are awaiting an oral hearing and subsequent release, whereby the volunteer and mentee can be introduced to continue support within the community.

POLICE PARTNERSHIPS PREVENTION AND DIVERSION PROJECTS (PROJECT VIGILANT, OPERATION SHIELD)

Thames Valley Police (TVP) began Project Vigilant in November 2021 in response to a large number of reported sexual crimes within the Oxford nighttime economy (NTE). A Project Vigilant deployment consists of uniformed and non-uniformed officers who go out into the NTE, the non-uniformed officers identify individuals whose behaviour is of concern, who they believe may be looking for an opportunity to offend sexually and give this information to uniformed patrols who then apprehend the individual and take appropriate action to explore the reasons for their behaviour. TVP were aware that whilst Project Vigilant deployments prevent an offence from happening on that occasion, the problematic behaviour does not stop there. They needed an intervention for these individuals to enable them to explore the underlying thoughts, feelings and motivations and undertake work to prevent further offences from taking place. This is where the partnership with Circles South East was created. This year other forces have shown an interest in similar partnership working arrangements and we are now working with Surrey Police in a similar way on their Operation Shield project.

The 2 objectives of the partnership are:

1. Working with potential perpetrators
2. Training and information sharing
   - To TVP staff about the partnership and how that works in practice for them
   - Community groups to raise awareness of Violence against women and girls (VAWG), concerning behaviours and what action to take
   - To educate and empower women and girls to stand against VAWG in all of its forms.

In April 2022, Circles South East was written into the Thames Valley Police strategic plan and funding was agreed upon for a further 3 years. This demonstrates TVP's commitment to VAWG and the strength of our partnership. To date, we have had contact with 5 individuals at risk of sexually harmful behaviour and delivered training/information-sharing sessions to over 200 individuals. We have continued the day-to-day Project Vigilant work of information sharing, training, identifying, assessing and working with individuals at risk of sexually harmful behaviour.

Main Aims for the year(s) ahead:

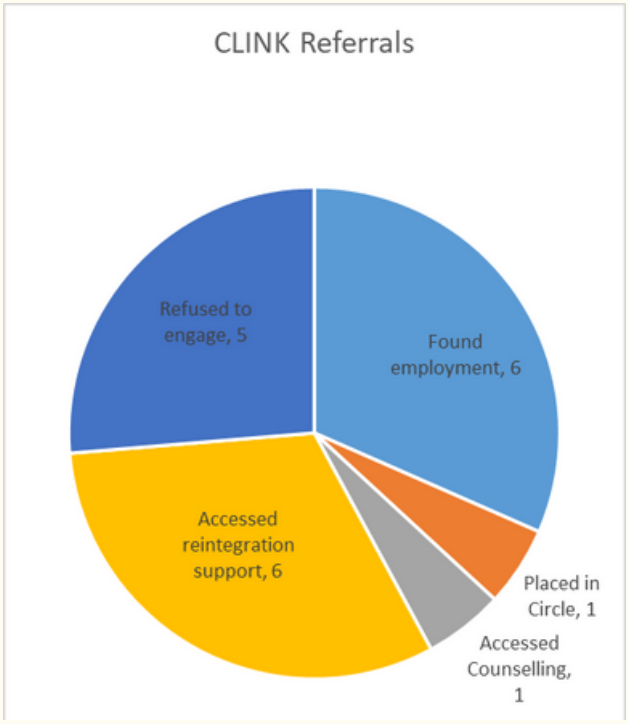
Our plan is to continue to build on the progress that we have made: to continue to work constructively and robustly with individuals at risk of causing sexual harm to divert them away from sexually harmful behaviour and prevent sexual offending; and to prepare community groups and young people to recognise and challenge VAWG in all of the micro communities that they are part of.

CLINK PARTNERSHIP

The Clink Kitchen Charity is a national charity working within the walls of 32 prisons providing professional training and qualifications to prisoners, in hospitality, food preparation, cookery and front of house roles. The charity has several restaurants in prisons that are open to the public and have a high-quality reputation.

Historically the Clink Charity had excluded prisoners convicted of sexual offences and Clink approached Circles South East to use our expertise in the field of Sexual Violence and help facilitate their work with such prisoners at HMP Brixton. Within the context of development and practice this has been a very successful pilot project. Initially envisaged and funded by the Clink to run for one year, we have sustained the pilot period for a two-year period and the closure of the project at the end of April 2024 is due to a lack of finance rather than any other reason.

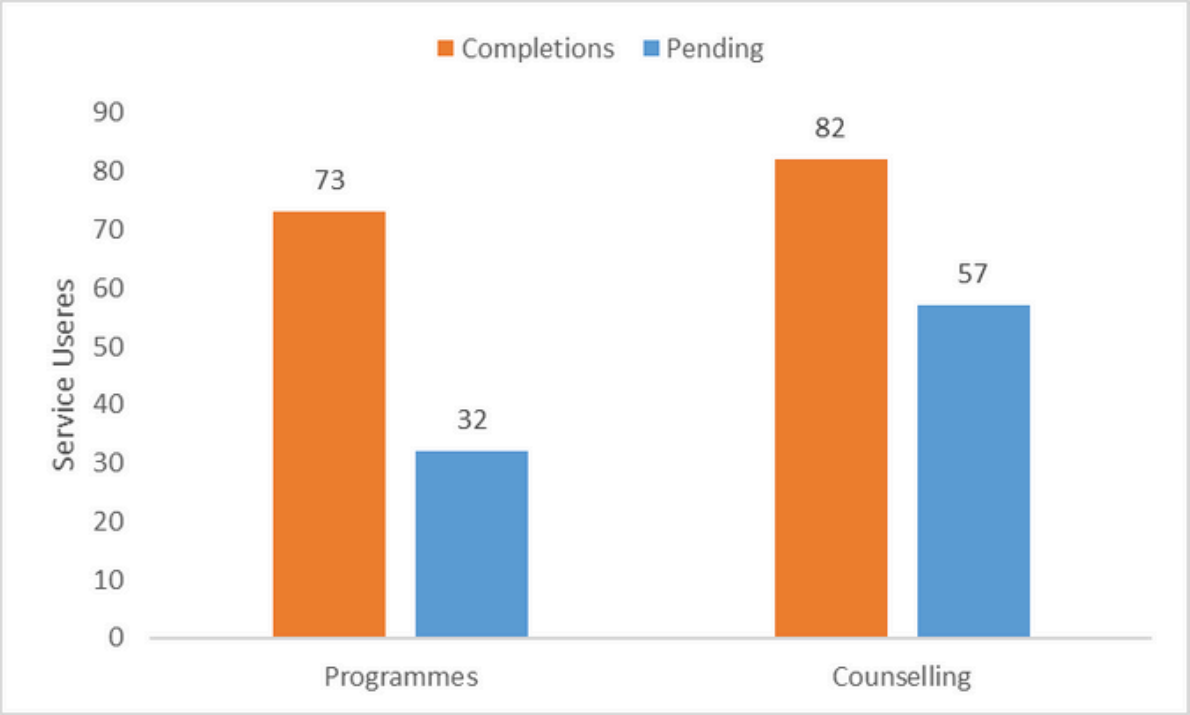
In the two years to March 2024, 19 referrals have been assessed for the Passport to Employment;



During this time we have developed an employment mentoring programme 'Passport to Employment' and a volunteer training programme focused upon how to deliver the programme. It is Circles South East's intention to continue to use the programme to deliver job opportunities for those service users regarded as the most difficult to employ, thereby enhancing their future safe reintegration into their wider community.

REDUCING SEXUAL HARM - SUPPORT HUB

We were awarded three years funding in order to develop and deliver services for those impacted by sexual harm. This year represented the last of Lottery funding. While we were able to meet (and surpass) increased year on year service user targets set by the Lottery the challenge was to maintain the momentum of staff and programme development in order to continue with the aim of financial self-sustainability by the end of the year.



Waiting lists for Breaking the Cycle in particular necessitated closing the list for Lottery-funded places in November as we already anticipated reaching our target of 48 by then. The number of referrals therefore reduced though a number of commissioned places were still sought. However we saw an increase in requests for formal (and paid for) assessments and interventions during the period November 2023 to March 2024.

The Hub

The Hub staff team have grown in expertise, technical ability and confidence over the period. We have augmented this by investing in training and development. The new Counselling Lead was able to undergo a supervisor's qualification while other staff undertook courses qualifying them to deliver SAPROF and RSVP risk assessments together with AIM3 assessments measuring the risk of adolescent sexually harmful behaviour. We have enjoyed awaydays facilitated by a consultant (provided by Lloyds Trust) and have brought in training and consultancy relating to Restorative Processes, a key piece of developmental work for us. Staff have also received training to deliver current assessment and supervisory tools. Programmes have been delivered by all staff with the exception of the Counselling Lead.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

This has led to the cross-fertilisation of ideas and practice expertise. We have consolidated this with regular case discussion meetings where we have been able to share best practice, learn from mistakes to sharpen skills. The Team have also contributed to the Charity's external training programme which again has allowed for dissemination of skills and ideas.

We now sit regularly on professional forums and strategic groups where our expertise is recognised and our input valued. We also learn from these and take advantage of the networking opportunities presented. In short we have used the period to become a centre of excellence for the type of work we do. This latter point is evidenced by the fact that most of our referrals and enquiries for training etc come from word of mouth, professionals attesting to the quality of our work.

During the year we also re-structured and simplified of price tariff and have notified referrers of this change. We maintain that the Charity offers value for money in comparison with competitors while also offering a consistent and robust service.

Breaking the Cycle

The most established of our programmes, Breaking the Cycle achieved the lion's share of programme completions during the final years funding. As mentioned professional feedback is good and evidenced by repeat referrals.

During the period we were able to complete the updating of the programme with a view to accommodate changing offending profiles and relevance to a wider family network of carers. Having run this version many times now we are satisfied with the improvements.
Finally Breaking the Cycle, along with Circles work available elsewhere within the Charity, was the mainstay for students supervised by Hub staff on 2nd and 3rd year placements for their Social Work degrees.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

Restoring the Balance (Forging the Links) Family Programme

Possibly the most challenging aspect of Hub work due to the complex nature of family intervention work, Forging the Links operated effectively for 2 of the 3 years funding. It operated on two levels. Primarily it was run as a responsive psychotherapeutic programme aiming to resolve trauma and resulting dysfunction within family dynamics following incidences of sexually harmful behaviour. Cases have indeed proved complex requiring multiple staff with differing expertise to be involved with certain families. This open-ended responsive approach received positive feedback from families, many of whom self-referred though equally we received referrals from Local Authorities.

Secondly our Programme Coordinator used the experience of running Forging the Links to inform the development of our formal linear sister programme Restoring the Balance. While Forging the Links was a popular resource amongst referrers and participants it is not practical in terms of commercial viability. As such restoring the Balance set out to include as many positive aspects of its sister programme as possible, while at the same time aligning with potential statutory interventions priorities. As such we offer multiple pathways through the programme relating to Parole, Child Protection and Care Proceedings scenarios and have included sibling-based sexually harmful behaviour to reflect the growing awareness of this particular issue. The new Programme has been sent for a final consultant's edit prior to roll out.
While we hope to be able to continue to offer Forging the Links as a free to access service, this will need to be funded by the payments received for delivery of Restoring the Balance.

Counselling Service

We have seen significant rises in referrals for this service, leading to a number of instances where we have considered closing our waiting lists at the six-month waiting stage. Many other service providers have been obliged to do so as waiting lists nationally have risen exponentially. The introduction of the students' placement unit helped to stave this off particularly where we were able to offer in house supervision for those on placement. We have also continued to induct and train cohorts of qualified Counsellors into our service adding a total of 12 new counsellors during the final period. We noted an increase in ethnic diversity among students and it was also gratifying to note that our NHS outreach work resulted in significant increase in diversity among referrals. In general we have seen an increase in referrals regarding ethnic minorities throughout the Hub and a concomitant increase in our work with interpreters.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

Our Counselling Service Lead has developed and delivered training programmes concerning Pre-Trial Counselling, the Impact on Sexuality of Sexual Assault, and is in the process of developing a Programme of Self-help for those on waiting lists. Income derived from the delivery of these courses will help to fund this vital free – to – access service.

Evaluation

We have not yet received the final evaluation reports relating to the Programmes. In the event the initial numbers of participants interviewed was too low interviewed for any meaningful findings other than general satisfaction with the services. In conjunction with Roehampton University we agreed to extend the period of information gathering, added to the list of interviewees and await the results. There are two studies in progress.

Main Aims for the year ahead

The 3 years funding awarded by the Community Fund has allowed Circles South East to develop and deliver a range of services, to invest in the staff involved in delivery and to establish robust administrative processes to implement the programme. Ultimately services such as ours should be judged by their quality and availability. We have provided free to access support and intervention to 134 service users during the period with a further 21 being invoiced.
Our task now is to continue to consolidate our programme, to become financially self-sustaining as a unit and grow in excellence, while maintaining our commitment to integrity as an organisation.

SUPPORT HUB CASE STUDY

D is a woman in her forties with two children, a girl and a boy aged 15 and 11 respectively. The girl, P, has autism, Attention Deficit Hyperactivity Disorder (ADHD), an eating disorder connected to the autism and also self-harms. The boy has ADHD but his symptoms are not as severe as his sister's.

D met the children's father online but he was violent and the relationship ended acrimoniously some years ago. There is no contact between the children and their father. D met her current partner V, again online some 5 years ago. She describes him as a "soul mate".

SUPPORT HUB CASE STUDY (CONTINUED)

During lockdown P disclosed to her Child and Mental Health Mental Services (CAMHS) worker that V had been “cuddling” her in a way she did not like, and that he had “touched her bottom” while she was going upstairs. The CAMHS worker contacted Social Services who in turn referred her to Breaking the Cycle. V was required to live elsewhere while assessments were made by Social Services, aspects of which were provided by Breaking the Cycle staff.

It was clear from the outset that D’s confidence had been dented by her previous relationship and by the current disclosures. She was also under pressure caused by an increase in P’s self-harming behaviour which had escalated considerably during the course of the programme, leading to emergency hospital appointments and 24 hour care of P.

This in turn led to D missing a number of group sessions. However, she always attended individual catch up sessions and contributed fully when she attended either group or individual sessions.

Our concern was that D represented the small proportion of participants we work with whose vulnerability leads to a desperate need to be in a relationship at almost any cost.

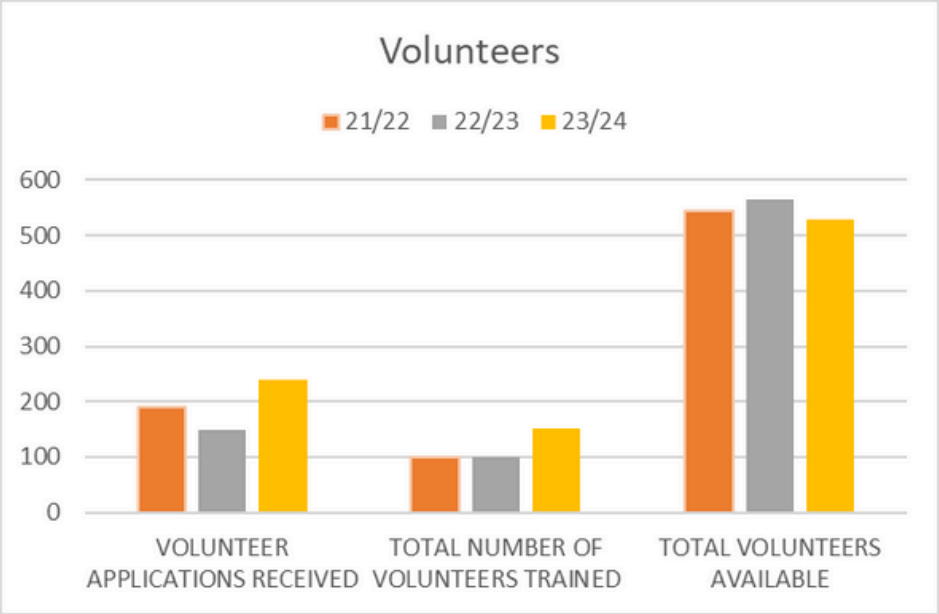
In such cases we regretfully have to conclude that any children involved cannot be deemed safe as protection from sexual harm is not necessarily the priority of the participant.

We were therefore pleased to note as the course progressed that D begun to be able to recognise certain behaviours in V that could be described as “grooming”. Specifically the role of horseplay in normalising physical contact, and the way a potential perpetrator can make themselves indispensable in family life to mask abusive intent, among other learning points.

What was particularly gratifying was the strength and confidence D derived from sharing her experience with others in the group. This has long been seen by staff as an important by-product of the programme so that we encourage service users to remain in contact. We assessed that this confidence, together with insights gained from the course allowed us to construct a robust child safety plan with D so that we could assess her as capable of protecting her children from sexual harm. Although there were additional complexities to this case it represents the majority of outcomes for both service users and referrers in our work.

VOLUNTEERS

Many organisations in the voluntary sector are reporting a national decline in volunteer recruitment. We therefore had to undertake a full review of our recruitment strategy, promotion and marketing of opportunities and implement a new active campaign across our regions. We continue to actively recruit across voluntary and community groups, universities, and professional networks and we have seen a healthy increase in the number of volunteer applications over previous years, ensuring we maintain a healthy number of available volunteers.



Aims:

Circles South East aims to recruit, train and maintain a highly skilled workforce of volunteers across London and the South East who are prepared and confident to support individuals convicted of sexual harm.

Volunteers are over 18 and may be professionals, retired, students, lay-persons or individuals with lived experience of the criminal justice system, from any walk of life, provided they are vetted by us, and trained to our high standards. The only exception to this is those who volunteer for Counselling services which require the volunteer to meet counselling-specific qualifications and criteria.

We look for volunteers who are accountable, reliable and empathic.

VOLUNTEERS CONTINUED...

Target Volunteers:

As mentioned above our volunteers are diverse and will ideally represent the community within which they volunteer. For this reason, volunteers have been recruited from national and local volunteer hubs and organisations and our equal opportunities Volunteer Recruitment Policy ensures our recruitment promotes diversity and inclusion.

How public/community benefits (directly or indirectly):

The public benefits greatly from the recruitment of our volunteers. Their training and supervision means throughout communities across the South East and London there are individuals who are insightful and prepared to tackle the problems sexual harm generates and the toxic environments within which sexual harm germinates.

Our volunteers receive training that provides strengths not specific only to sexual harm but allows them to manage a range of sensitive topics with care and insight, using a range of skills and techniques to ensure these are managed more effectively.

Volunteers operate in their own communities, meaning the community directly benefits from the support that volunteers provide the service users.

Statutory agencies, and therefore the public, greatly benefit from the training, supervision and support that we provide our volunteers, as so many of our volunteers progress from volunteering to working in the criminal justice system for Police, HMPPS or Social Services, often citing the Circles experience provided them with the necessary insight and experience to secure this employ.

Main Achievement in 2023-2024:

This year we have embedded our new Volunteer Database DoVE within our team and begun using this as our primary volunteer tracking process. This has enabled the charity to track more closely the recruitment trends and volunteers that are coming into the service and ensure that our staff members are able to get the most out of every volunteer and ensure none are overlooked.

By giving Coordinators a means of searching for volunteers by proximity to any given location it has ensured that volunteers do not miss out on opportunities and we are able to offer the most complete service possible to our service users and our funders.

VOLUNTEERS CONTINUED...

Volunteers on training:

Volunteers have expressed satisfaction with the training, highlighting aspects such as enjoyable delivery, and increased preparedness to support core members. Such feedback is indicative of a successful and well-received training program, suggesting that the content is engaging, well-structured, and beneficial. Overall, these comments are a testament to the effectiveness of the training and the positive impact it had on the individuals involved. Our training has made changes over the last year to include more of the voice of the service user, the feedback from this has been excellent and we are further considering how to develop this further.

"Everyone especially everyone who ran the events made me feel so comfortable"

"I gained far more of an insight into offending behaviour and how the objectives of a Circle can be achieved than I expected."

"I felt it was interesting and helped me understand my role in a circle better, that it is not just to improve my CV but I could actually have a real impact on something."

VOLUNTEERS, 2023-2024

Volunteer Recruitment:

There have been obstacles over the previous year to volunteer recruitment, which have been intertwined with the national reduction in volunteering, as we have seen significant demand in certain areas combined with time pressures on certain contracts to establish Circles. We have tackled this by improving our connectivity with online and community-based volunteering hubs. In doing so this placed additional pressures upon staff members, so in turn we recruited an Intern to support the charity with the volunteer recruitment, enabling Coordinators to focus on the delivery of services.

TRAINING

Aim:
Circles South East aims to train professionals working in humanitarian fields to be skilled, prepared and confident in supporting those who have sexually harmed, with the goal of assisting the rehabilitation of such individuals more effectively and ultimately preventing further victimisation.

By delivering this training Circles South East aims not only to serve the non-profit, charitable and statutory agencies with the criminal justice system but to serve the public and communities as a whole with more direct and open challenging of sexually harmful behaviour and supporting those at risk of causing sexual harm to make changes to their lives in order to remain offence free.

Circles South East also aims to use delivery of training to external agencies to assist the organisation in remaining financially stable and to enable Circles South East to develop innovations,
services and supports that serve our long-term goal of No More Victims.

Our training also has an element of educating and equipping communities and community to recognise and challenge Violence Against Women and Girls in all of its forms and to impact the cultures they are part of in a positive way.

Audience:
Our training audience has been primarily statutory agencies and the charities, non-profits and business that deliver these services, most pertinently within Probation. Circles South East has also delivered training to Mental Health, Housing and Employment and Sexual Health focused agencies.

Circles South East also delivered training to a large number of further education establishments across the south east. This training is delivered gratis, as it forms a part of our recruitment goals. We also delivered Active Bystander training and our VAWG workshop to community groups, sixth form and university students.

How public/community benefits (directly or indirectly):
The training of professionals across the country means the messages of successful reintegration and rehabilitation are promoted and increases the number of individuals who are insightful and prepared to tackle the problems sexual harm generates and the toxic environments within which sexual harm germinates, within their professional roles but also as members of the public.

TRAINING CONTINUED...

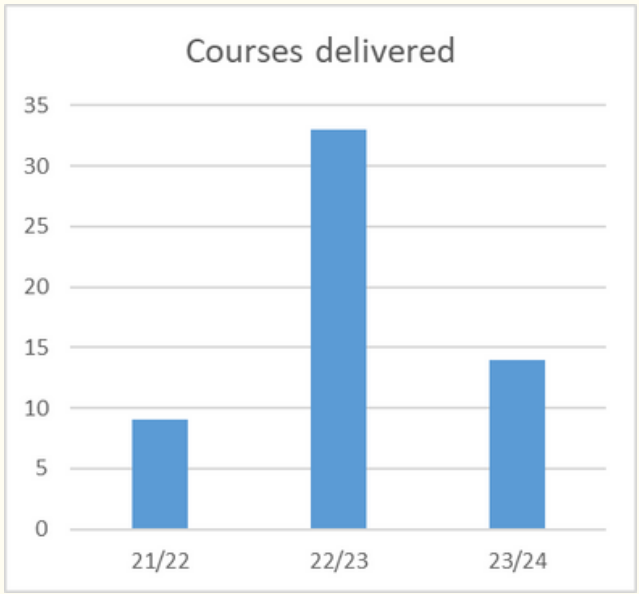
The enhanced confidence and skills of practitioners supervising those who have sexually harmed means that these individuals are more effectively managed in the community, and our focus on identifying risk means when risks do occur these can be identified quickly and managed before a service user relapses into causing harm.

Individuals leave our workshops feeling equipped and empowered to recognise harmful beliefs, attitudes and behaviour and step in to help, whether that is to challenge those attitudes, beliefs or behaviours appropriately or report concerns to relevant agencies. They develop an understanding of how culture is created and the positive impact that they can have on that culture starting from where they are.

Main Achievements:
In 2023-2024 we delivered training to the following organisations:
Catch 22, St Giles, Turning Point/Sash, Restore and Maximus.

The St Giles and Catch 22 training contracts have formed part of wider training and staff development spanning several years and delivering several different training sessions, including reflective practice groups, workshops and consultancy.

Circles South East has also delivered training opportunities to its partners such as Thames Valley Police. Furthermore by trading training with other organisations Circles South East has also been able to offer all staff members the opportunity to be trained in Mental Health First Aid, which has been essential to the successful operation of the Circles South East Out Of Hours support line.



Training delivery reduced compared to previous other years as one of our most significant ongoing contracts entered a period of consultancy and review. This consisted of a staff skill, knowledge and confidence audit in order to target professional development in the areas that were needed most, following which we underwent a period of training development in order to specifically challenge the areas of need identified.

STAFF WELLBEING & DEVELOPMENT

At Circles we are committed to ensuring that our staff are equipped and empowered to carry out their roles with confidence and knowing that they have the up to date knowledge, skills and support of their colleagues and managers. To contribute to this aim we hold monthly whole team meetings and each quarter we run a whole team day which is face to face. These whole team days have 3 aims:

- To build on relationships and morale
- To contribute to staff CPD
- An opportunity for whole team organisational learning

Over this year we have held sessions on Safeguarding, GDPR and on reviewing and improving our processes throughout the team amongst others. Due to our team working remotely across London and the South East, meeting in person is important to allow opportunity for more relaxed informal conversation that builds relationships, trust and rapport and contributes to more cohesive working. We have held 2 team social events this year in addition to team training days, one of these was a summer 'bring and share' social lunch and one was a Christmas team day. Feedback from all of the team days has been very positive.

We have other support available for staff in the form of a counselling service available should individuals wish to access it and we have been considering an employee assistance programme which we will continue to explore. We have also provided some coaching for one of the senior management team with a view to assessing the impact of that on line management and staff wellbeing and perhaps rolling it out further should the funding be available.

The service user engagement group has gone from strength to strength, we have been able to move back to face to face meeting following the move to meeting online during the COVID pandemic. The service users continue to grow in confidence and have their voices heard, the value of the group is such that the model is now being rolled out across all circles providers. The group have been interviewed by a PhD student for her thesis, an advisory group has been set up to oversee the Service User Engagement Group and a Service User also attends the advisory group meeting. Services users will be taking on more roles and responsibilities including contributing to the volunteer training which is a very positive step in empowering them and highlighting their worth in the work that we do.

WHAT'S NEXT – CHIEF EXECUTIVE OVERVIEW

Overview

Our primary purpose as a charity is to provide a comprehensive package of support to all whose lives have been impacted by sexual harm and sexual violence. We support people affected by sexual abuse in their recovery and work to reduce instances of sexual abuse. The last 12 months have continued to be challenging for the charity, however, the year has brought with it a continued development of services and we are pleased with the progress we have made.

We currently have over 500 community volunteers providing support across the South East and London region. Volunteers continue to be at the heart of everything we do and their enthusiasm and dedication are crucial to the success of the charity. Over the last 12 months we recruited and trained 151 volunteers and had 32 volunteers awaiting training post March 24.

This year 240 service users have been able to access one of our many support services. Out of this figure 155 received specialist support and intervention from the Community Hub receiving counselling and participating in our Protective Adult groupwork programmes. 65% of referrals were allocated appropriate support.

Circles UK Membership Compliance Audit

In December 2023 we commenced the biannual Membership Compliance audit process conducted by our validating body Circles UK. The process was completed in February 2024 with site visits by the assessors. We met a total of 42.5 out of 44 requirements and scored **96.5%** compliance. The following was noted by the assessors as areas of good practice:

- Framework, systems and investment in safeguarding systems.
- Knowledge and processes including the sharing of learning from safeguarding reviews.
- The Service User Engagement group, underpinned by a broader Service User Involvement strategy, remains an extremely positive workstream with providing a voice, skills, confidence, and other opportunities to Core Members.
- Coordinators interviewed were professional and passionate about the work of Circles South East and showed a diverse range of skills and experience. Coordinators were extremely well regarded by Volunteers, Core Members, and professionals from other agencies.
- The commitment and resources that Circles South East put in place around staff wellbeing and support.
- Coordinators' commitment to Volunteers' wellbeing alongside the charity's ongoing commitment to Volunteer development and training.
- Circles South East commitment and ability to maintain highly effective relationships with outer Circle members and external partners demonstrated by the esteem they are held in.

WHAT'S NEXT – CE OVERVIEW CONTINUED

- Diligence and systems that support and enable Circles South East's approach to Referral Panels. Innovation around the Circles minutes submission process and the use of sessional workers to streamline provision to meet changing needs.

What's next

We are continuing to work on the development of our infrastructure and are accessing further specialist support through the Lloyds Enhanced Support Programme. We are working across several key areas as a priority attached to the implementation of our new 3-year strategy which will launch in October 2024. Our current priorities are:

- Implementation of a new staff structure focused on the senior management team and administration process. This is following a detailed review of our systems and structure and consultation with the whole staff team.
- Implementation of a new 3-year Fundraising Strategy. We have created a new fundraising team who will implement the strategy focused on widening our donor base and developing individual and corporate giving.
- Implementation of a new Communication and Engagement strategy working with a new partner DYNAMIQ. They are helping us implement a marketing strategy and will be commencing work with trustees on our future branding in the next year.

We have been delivering the Ministry of Justice (MoJ) contracts for 10 months across 3 Probation areas, Kent, Surrey, and Sussex, London and South Central. Since delivery commenced, we have moved 56 Circles into set up and at the end of March we had 35 Circles operational. We anticipate delivery post March 24 reaching 57 operational Circles when contracts will reach close to their capacity.

We continue to work closely with Circles UK to deliver Circles ReBoot and a new pilot project to deliver and evaluate the Faith Circle model. Our partnership continues to strengthen with the Police in Hampshire, Surrey and Thames Valley, with our work supported by the Police and Crime Commissioners. We hope to continue to have the opportunity to expand our delivery of services further over the next 12 months.

The Reducing Sexual Harm Hub staff team have grown in expertise, technical ability, and confidence over the last 12 months. Staff have also received training to deliver current assessment and supervisory tools. Programmes have been delivered by all staff apart from the Counselling Lead. This has led to the cross-fertilisation of ideas and practice expertise. We now sit regularly on professional forums and strategic groups where our expertise is recognised, and our input valued. We also learn from these and take advantage of the networking opportunities presented. We are continuing to focus on securing funding to support the service and increase available resources through ongoing recruitment of Volunteer Counsellors.

WHAT'S NEXT – CE OVERVIEW CONTINUED

We have a number of key objectives that we want to achieve over the next 12 months across both governance and operations:

- Increasing the external profile of the charity and ensuring we secure our position as a centre of excellence for specialist intervention and support services. Investment in staff training and development is essential to this success.
- Development of a Service User Engagement Group for the Reducing Sexual Harm Support Services.
- Continued development of our innovation work under the VAWG strategy and successful expansion of our Prevention and Diversionary model across the region.
- Secure the sustainability of the Reducing Sexual Harm Hub support services.
- Secure the extension of the MoJ Contracts and continue to navigate the challenges of delivering MoJ contracts.

We therefore have a year ahead filled with both opportunities and challenges for the team. Staff continue to work exceptionally hard with our service users and volunteers within our local communities. Our volunteers continue to give their time each week and work closely with the team to ensure effective delivery of support for all our service users. I would like to thank our volunteers, staff team, funders, partners and service user engagement group for ensuring our work continues to make a difference to people's lives.

Rebekah Saunders
Chief Executive



TRUSTEES REPORT

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 financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Reference and Administrative Details

Company number	06490001
Charity number	1123361
Registered office	129 Broadway Didcot Oxfordshire OX11 8XD
Trustees	Nora Holford (Chair) Elizabeth Jones Lydia Fransham Mark Goldup Rebecca Seaborne
Secretary	Timothy Trimble
Key Management Personnel	Rebekah Saunders (Chief Executive) Alex Downer (Senior Manager, South Central) Ashleigh Palombo (Senior Manager, London) Christopher Wilson (Senior Manager, Kent Surrey & Sussex) Dominic Williams (Senior Manager, Victim Support) Sarah West (Senior Manager, Vigilant) Timothy Trimble (Finance and Administrative Manager)

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiner	Azets Audit Services Suites B&D Burnham Yard Beaconsfield Buckinghamshire HP9 2JH

Structure, Governance and Management

Constitution

Circles South East is a charitable company limited by guarantee with company number 06490001 and incorporated on the 31st January 2008. Circles South East was registered with the Charity Commission, registration number 1123361 on 28th March 2008. Prior to this, Circles South East was a project of the Religious Society of Friends known as HTV Circles. On 1st April 2008, the ownership and operation of HTV Circles was transferred to the charity.

The company was established under a Memorandum of Articles which established the objects and powers of the charitable company and is governed under its Articles of Association.

Board of Trustees

The directors of the company are also charity trustees and for the purpose of charity law and under the company's articles are known as members of the Management Committee.

The Board of Trustees advertises vacancies as they arise although it is always seeking to attract new skills and strengths to assist the governance of the Charity. A selection sub-group will process applications and present potential candidates to the Board for consideration and nomination for election. The Board seeks to ensure that the needs of the Charity are appropriately reflected in the diversity and experience of the Trustees.

Trustees are elected to the Board for a period of 2 years and may be recommended for re-election. One-third of the Trustees are obliged to retire by rotation at each annual general meeting and may offer themselves for re-election. The Trustees to retire by rotation shall be those who have been longest in office since their last appointment.

Induction and Training

All newly appointed Trustees receive a detailed induction and information pack to familiarise themselves with the charity and their role as a Trustee. The Board has regular Away Days to discuss future plans and objectives and discuss their role as a Trustee. Trustees are able to visit the team and liaise with the Chief Executive of the Charity to assist in their role. Training is arranged as the Board identifies specific requirements. Trustees must adhere to the Code of Conduct and be eligible for appointment as specified in the Articles of Association.

Risk Management

A Risk Register on the governance and operational activity of the charity is reviewed quarterly by the board. This ensures that the Charity has taken all reasonable precautions to reduce risk with systems in place to minimise risk and manage issues appropriately. Risk assessments are undertaken appropriately by staff on all aspects of operational activity.

Organisational Structure

Circles South East has a Management Committee of up to 15 trustees/directors who meet quarterly and are responsible for the governance and the strategic direction of the charity. The trustees are drawn from a variety of professional backgrounds relevant to the work of the charity.

There are 6 subgroups underpinning the work of the charity:

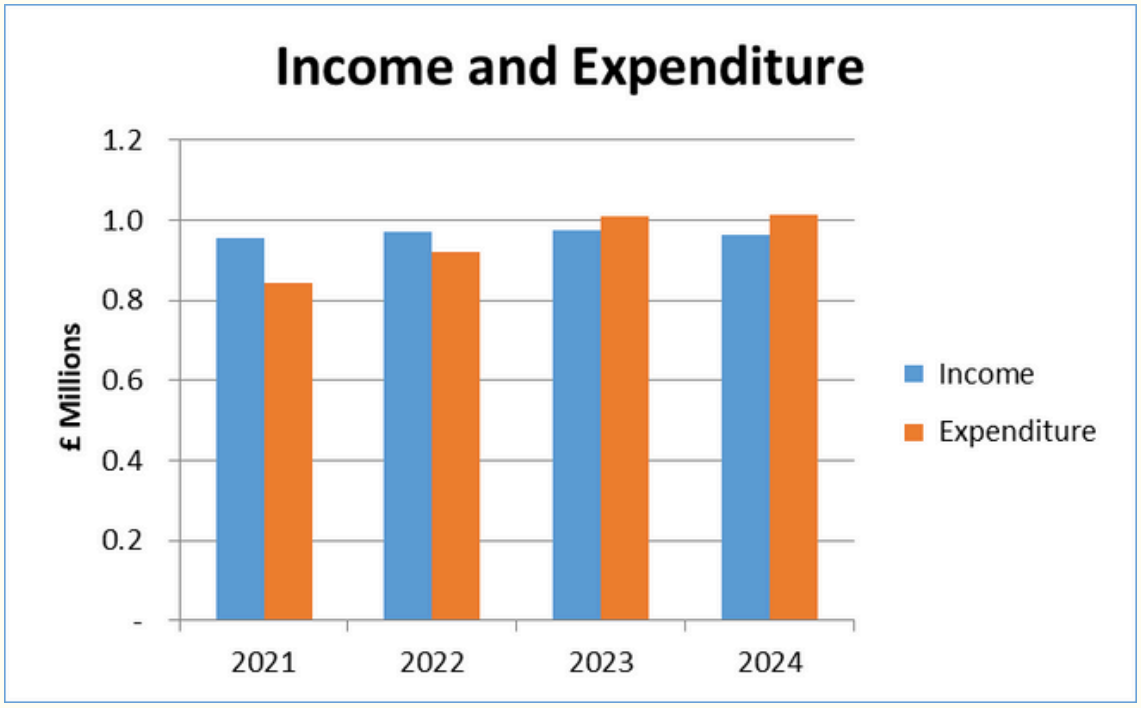
- Finance & General Purpose (including a Fundraising subsection)
- Communications
- Policies, Procedures and Human Resources
- Equality, Diversity & Inclusion
- Innovation & Development
- Volunteer and Staff Development & Wellbeing

A scheme of delegation is in place and day-to-day responsibility for the management of services, strategic development and income generation is with the Chief Executive supported by the Senior Management Team which includes a Finance & Administration Manager.

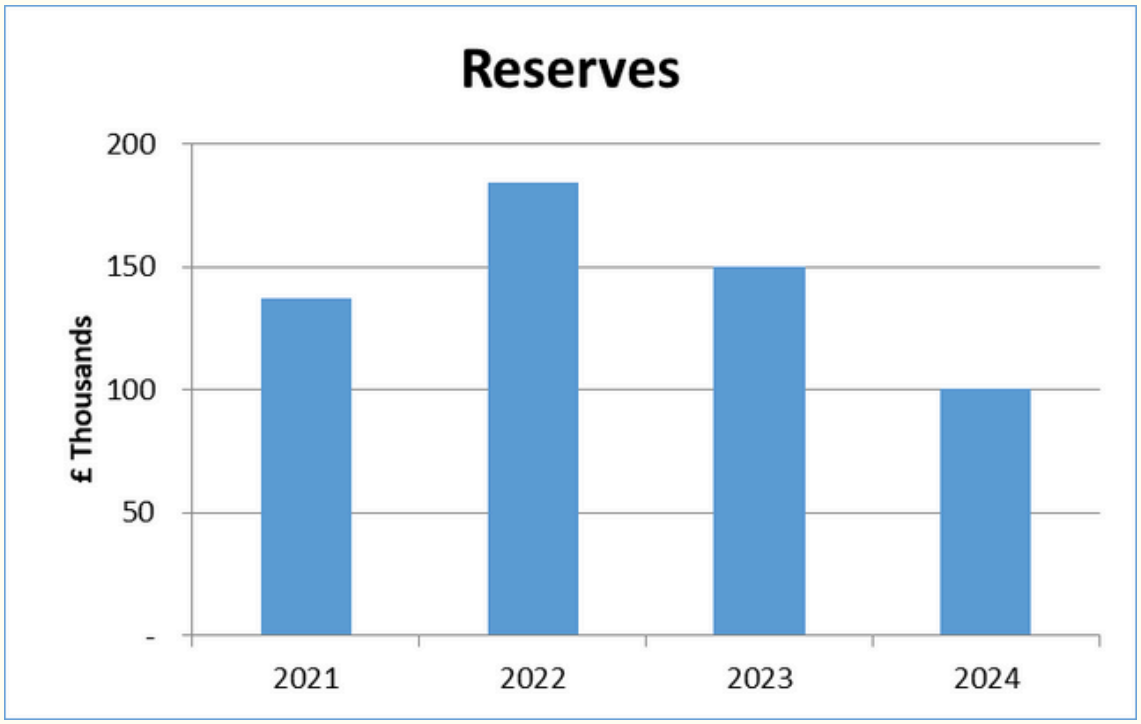
Financial Review

Financial Performance during the year

Income received during the year of £962,463 (2023: £975,763) was slightly lower than the previous year. Spending at £1,011,897 (2023: £1,010,146) showed a small increase over the previous year. This resulted in a deficit for the year of £49,434 compared to a surplus in the previous year of £34,383.



Reserves Policy



Circles South East needs to have reserves because of the complex and short-term nature of its funding arrangements. The charity is largely dependent on institutional funders and public sector commissioners to provide the services to its beneficiaries. This funding is therefore subject to shifting policy considerations, political decision-making, and the risk inherent in constant public sector re-organisation. Each of the funding streams that the Charity relies upon may not be renewed due to these factors or may need to be renegotiated. Historically this funding has been very short-term, with guarantees provided for 12 or 24 months, and the Charity has experienced several changes in the principal commissioning arrangements for its services. In particular, the new governance and funding arrangements introduced in relation to the delivery of probation services have yet to settle down, and this creates particular financial risks for the charity. The reserves are therefore required in order to allow time for a renegotiation of the contracts to ensure the stability of service provision or to allow for the services to be run down to an appropriate level requisite with the funding available in an ordered way.

For the purposes of calculating the target level of reserves, we assume funding of around half of our projects is suddenly withdrawn. In this situation we will require sufficient reserves in place to fund an orderly closure of the affected projects and to maintain core support services at existing levels during this period and for some reasonable time afterwards. Holding reserves also ensures we maintain working capital that can fund our day-to-day operations for example when grants are received in arrears.

Based on the budget agreed for the following year we estimate the reserves requirement on this basis to be approximately £219,000. Actual unrestricted reserves stood at £95,789 at the end of March 2024. This represents a shortfall to the reserves requirement of £123,558 (2022-23 £70,611). Reserves can be generated from the contract income and from fees levied for the provision of services. In order to build reserves up to the required level the Charity will transfer any surplus funds to reserves that it is free to do so, and not draw upon these during the financial year until the target level is reached unless a convincing business case can be constructed which illustrates that current investment of these funds will in the medium-term generate more funds in return and thereby improve the overall reserves position within a reasonable timeframe. Once the Reserves Requirement is reached the Charity will monitor on a quarterly basis the revised reserves target and this will be part of the quarterly report produced for the Board. The basis for setting the reserves target will be reviewed annually.

The Trustees are aware the reserves level at 31 March 2024 remains below target level have ensured the 2024-25 budget process produced a realistic budget that will result in a surplus for the charity in 2024-25 so that our reserves could be built back up again.

Approved by order of the board of trustees and signed on its behalf by:



N Holford - Chair of Trustees

Date: 24 January 2025

Independent Examiner's Report to the Trustees of Circles South East

I report to the trustees on my examination of the accounts of Circles South East (the Company) for the year ended 31 March 2024 which are set out on pages 37 to 51.

Responsibilities and basis of report

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

Having satisfied myself that the accounts 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 your Charity's accounts 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 company'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 (ICAEW), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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
4. the accounts 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 accounts to be reached.

Signed: ..Christopher Nisbet..... Date: ...28/01/2025.....

Mr C J Nisbet FCA
Azets Audit Services
Suites B&D
Burnham Yard
Beaconsfield
Buckinghamshire. HP9 2JH

CIRCLES SOUTH EAST
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

		2024			2023		
		Unrestricted funds	Restricted funds	**Total funds**	Unrestricted funds	Restricted funds	**Total funds**
	Notes						
INCOME							
Donations and Legacies		54,915	-	**54,915**	81	-	**81**
Charitable Activities							
Statutory agencies		183,793	208,820	**392,613**	331,058	114,365	**445,423**
Charities		4,100	226,573	**230,673**	13,629	130,300	**143,929**
Trusts and foundations		195,000	-	**195,000**	230,621	38,629	**269,250**
Partner support and intervention		51,410	-	**51,410**	84,250	-	**84,250**
Other		37,203	-	**37,203**	32,500	-	**32,500**
Investment Income		649	-	**649**	330	-	**330**
Total		527,070	435,393	**962,463**	692,469	283,294	**975,763**
EXPENDITURE							
Charitable Activities							
Circles		315,886	401,907	**717,793**	604,433	152,994	**757,427**
Counselling		43,996	153,133	**197,129**	44,931	130,300	**175,231**
Partner support and intervention		89,046	-	**89,046**	68,198	-	**68,198**
Youth		7,929	-	**7,929**	9,290	-	**9,290**
Total	3	456,857	555,040	**1,011,897**	726,852	283,294	**1,010,146**
Net Income/(Expenditure)		70,213	(119,647)	**(49,434)**	(34,383)	-	**(34,383)**
Transfers between Funds		(124,525)	124,525	-	-	-	-
Net Movement in Funds	4	(54,312)	4,878	**(49,434)**	(34,383)	-	**(34,383)**
RECONCILIATION OF FUNDS							
Total funds brought forward		150,101	-	**150,101**	184,484	-	**184,484**
Total funds carried forward		95,789	4,878	**100,667**	150,101	-	**150,101**

All recognised gains and losses are included in the statement of financial activities.
The results for the year all relate to continuing activities.
The notes form part of these financial statements.

CIRCLES SOUTH EAST
BALANCE SHEET
AT 31 MARCH 2024

	Notes	Unrestricted funds	Restricted funds	**2024 Total funds**	2023 Total funds
		£	£	**£**	£
FIXED ASSETS					
Tangible assets	7	4,937	-	**4,937**	7,290
CURRENT ASSETS					
Debtors	8	139,855	572	**140,427**	94,694
Cash at bank and in hand		-	4,306	**4,306**	91,380
		139,855	4,878	**144,733**	186,074
CURRENT LIABILITIES					
Creditors amounts falling due within one year	9	49,003	-	**49,003**	43,263
NET CURRENT ASSETS		90,852	4,878	**95,730**	142,811
TOTAL ASSETS LESS CURRENT LIABILITIES		95,789	4,878	**100,667**	150,101
TOTAL NET ASSETS		95,789	4,878	**100,667**	150,101
THE FUNDS OF THE CHARITY	11				
Unrestricted funds				**95,789**	150,101
Restricted funds				**4,878**	-
TOTAL				**100,667**	150,101

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

- 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 complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies to the small companies regime of the Companies Act 2006 and with the Financial Reporting Standard 102 SORP.

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



N Holford - Chair of Trustees

Date: 24 January 2025

CIRCLES SOUTH EAST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	**2024**	2023
		£	£
Cash flows from operating activities			
Cash generated from/ (absorbed by) operations	13	**(87,074)**	(68,781)
Cash Flows from Investing Activities			
(Purchase) of tangible fixed assets		**-**	(1,520)
Net Cash provided by (used in) Operating Activities		**-**	(1,520)
Increase (Decrease) in cash and cash equivalents		**(87,074)**	(70,301)
Cash and cash equivalents at the beginning of the year		**91,380**	161,681
Cash and cash equivalents at the end of the year		**4,306**	91,380

CIRCLES SOUTH EAST
NOTES TO THE FINANCIAL STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below;

a) Charity information

Circles South East is a private company limited by guarantee incorporated in England and Wales. The registered office is Baptist House, 129 Broadway, Didcot, Oxfordshire. OX11 8XD

b) Incoming resources

All income is 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.

c) Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Support costs are allocated to activities on the basis of time spent. Governance costs include the costs of Trustees meetings, accountancy fees and professional fees.

d) Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to profit or loss.

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

f) Financial instruments
The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

g) 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 is included in the notes to the financial statements.

h) 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.

i) Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

j) Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.
A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. ANALYSIS OF INCOME

	Unrestricted £	Restricted £	**Total 2024 £**	Total 2023 £
Statutory Agencies				
Clinks Partnership	-	6,000	**6,000**	7,000
Hampshire PCC	-	9,844	**9,844**	52,500
Hampshire Police	-	-	**-**	17,500
NPS Circles Kent Surrey Sussex	58,986	-	**58,986**	105,642
NPS Circles London Region	48,694	-	**48,694**	59,611
NPS Circles South Central	76,113	-	**76,113**	33,426
NPS ENSO KSS	-	37,464	**37,464**	84,879
Surrey PCC	-	50,541	**50,541**	30,000
Thames Valley Police	-	104,923	**104,971**	61,865
	183,793	208,820	**392,613**	452,423
Charities				
Circles UK	4,100	34,650	**38,750**	6,629
The National Lottery Community Fund	-	141,923	**141,923**	130,300
	4,100	176,573	**180,673**	136,929
Trusts and Foundations				
AB Charitable Trust	30,000	-	**30,000**	20,000
AS Charitable Trust	25,000	-	**25,000**	25,000
City Bridge Trust	-	50,000	**50,000**	25,000
Esmee Fairbairn	-	-	**-**	55,000
Garfield Weston	25,000	-	**25,000**	-
Henry Smith	60,000	-	**60,000**	60,000
Lloyds Bank Foundation	25,000	-	**25,000**	27,250
Rayne Foundation	-	-	**-**	25,000
Tudor Trust	30,000	-	**30,000**	32,000
	195,000	50,000	**245,000**	269,250
Donations and Gifts				
Legacies	54,554	-	**54,554**	-
Donations	361	-	**361**	80
	54,915	-	**54,915**	81

2. ANALYSIS OF INCOME (continued)

	Unestricted £	Restricted £	**Total 2024 £**	Total 2023 £
Charitable Activities				
PartnerSupport and Intervention	51,410	-	**51,410**	84,250
Other				
Training Courses	25,526	-	**25,526**	23,200
Spots and Other	11,677	-	**11,677**	9,300
	37,203	-	**37,203**	32,500
Bank Interest	649	-	**649**	331
Total Income	527,070	435,393	**962,463**	975,763

3. ANALYSIS OF EXPENDITURE

Charitable Activities	Staff costs	Other direct costs	Support costs	**2024 Total**	2023 Total
	£	£	£	**£**	£
Circles	583,647	80,601	53,545	**717,793**	757,427
Counselling	169,076	20,021	8,032	**197,129**	175,231
Partner support and intervention	82,548	1,813	4,685	**89,046**	68,198
Youth	6,537	723	669	**7,929**	9,290
	841,808	103,158	66,931	**1,011,897**	1,010,146

Analysis of Support Costs

	Circles	Counselling	Partner support and intervention	Youth	**2024 Total**
	£	£	£	£	£
Office Costs	46,154	6,924	4,038	577	**57,693**
Insurance	236	35	21	3	**295**
Communication and IT	5,147	772	450	64	**6,433**
Governance	2,008	301	176	25	**2,510**
	53,545	8,032	4,685	669	**66,931**

4. NET MOVEMENT OF FUNDS IS AFTER CHARGING

	2024	2023
	£	£
Independent Examiner's Fees	**2,510**	2,438
Depreciation	**2,352**	3,488

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 (2023: £Nil)

	2024	2023
	£	£
Trustees' expenses reimbursed to 1 trustee (2023: 1) for travel expenses	**68**	63

6. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	**731,738**	710,491
Social security costs	**65,890**	66,809
Contributions to a defined contribution pension scheme	**44,180**	43,640
	841,808	820,940

No employee received employment benefits (excluding pension costs) in excess of £60,000.

The key management personnel of Circles South East comprise the Trustees and the Chief Executive. The total employee benefits of the key management personnel (including pension costs) were £68,606 (2023 £66,608).

The average number of staff employed during the year was as follows:

Number of Co-ordinators	**18**	18
Number of Administration Staff	**4**	4
Number of Management Staff	**1**	1
	23	23

The average number of full-time equivalent staff employed during the year was as follows:

Number of Co-ordinators	**15**	15
Number of Administration Staff	**3**	3
Number of Management Staff	**1**	1
	19	19

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	**Total**
COST	£	£	**£**
At 1 April 2023	4,277	19,309	**23,586**
Additions	-	-	**-**
Disposals	(2,432)	(6,634)	**(9,066)**
At 31 March 2024	1,845	12,675	**14,520**
DEPRECIATION			
At 1 April 2023	3,726	12,570	**16,296**
Charge for year	51	1,550	**1,601**
Disposals	(2,222)	(6,092)	**(8,314)**
At 31 March 2024	1,555	8,028	**9,583**
NET BOOK VALUE			
At 31 March 2024	290	4,647	**4,937**
At 31 March 2023	551	6,739	**7,290**

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Grants due	**123,412**	91,148
Other debtors	**4,515**	3,546
	127,927	94,694

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	**24,764**	20,749
Taxation and social security	**18,906**	17,298
Other creditors	**5,333**	5,216
	49,003	43,263

10. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed:

	Equipment	Property	**2024**	2023
	£	£	**£**	£
Payable within one year	1,711	7,206	**8,917**	17,263
Payable one year to five years	5,561	16,256	**21,817**	23,238

11. MOVEMENT IN FUNDS

Unrestricted Funds	At 1.4.23	Income	Expenditure	Transfers	**Closing Balances**
	£	£	£	£	**£**
General Fund	150,101	527,070	456,857	(124,525)	**95,789**

Restricted Funds	At 1.4.23	Income	Expenditure	Transfers	Closing Balances
	£	£	£	£	**£**
Circles UK - Faith Circles	-	13,018	8,140	-	**4,878**
Circles UK - ReBoot Circles	-	21,632	24,070	2,438	**-**
City Bridge Trust	-	50,000	78,059	28,059	**-**
Clinks Partnership	-	6,000	9,757	3,757	**-**
Hampshire PCC	-	9,844	14,352	4,508	**-**
NPS ENSO KSS	-	37,464	84,437	46,973	**-**
Surrey PCC - Circles	-	30,000	39,276	9,276	**-**
Surrey PCC - Operation Shield	-	20,541	20,719	178	**-**
Thames Valley Police - Safer Streets	-	28,000	29,639	1,639	**-**
Thames Valley Police - Vigilant	-	46,971	49,720	2,749	**-**
Thames Valley Police - Circles	-	30,000	43,738	13,738	**-**
The National Lottery Community Fund	-	141,923	153,133	11,210	**-**
Total Restricted	-	435,393	555,040	124,525	**4,878**
TOTAL FUNDS	150,101	962,463	1,011,897	-	**100,667**

Movements in funds

Unrestricted Funds

General Funds are provided for Management salaries and Support Services.
Other Undesignated Funds further the work of providing Circles and other related services such as Counselling, Assessment, Training and Partner Support.

Restricted Funds

Circles UK - Faith Circles
A grant to provide faith Circles in the South East.

Circles UK - ReBoot Circles
A grant to provide reboot Circles in the South East.

City Bridge Trust
A grant to provide Circles activities in the London area, supported by City Bridge Trust, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628).

Clinks Partnership
A grant to provide support to Clinks work at HMP Brixton.

Hampshire PCC
A grant to provide Circles activities in Hampshire.

NPS ENSO Kent, Surrey & Sussex
A grant to provide ENSO services.

Surrey PCC
A grant to provide Circles activities in Surrey and work on Violence against Women and Girls agenda.

Thames Valley Police
- Safer Streets a grant to provide Bystander training and Offender work
- Vigilant - a grant to support the Police Vigilant project in the Thames Valley area
- Circles- a grant to provide Circles activities

The National Lottery Community Fund
A grant for the work of Reducing Sexual Harm Community Hub.

12. RELATED PARTY DISCLOSURES

There were no related party transactions during the year. In the previous year £4,064 was paid during the year to Rebecca Seaborne (a Trustee) for consultancy services relating to operational activities. This payment was permitted by sub-clause (5) of the Memorandum of Association and the trustees have followed the procedure and observed the conditions set out in sub-clause (6) of this clause.

13. CASH GENERATED FROM OPERATIONS	2024	2023
	£	£
Surplus/ (Deficit) for the year	**(61,934)**	(34,383)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	**2,352**	3,488
Movements in working capital:		
(Increase)/Decrease in debtors	**(33,232)**	(22,700)
Increase/(Decrease) in creditors	**5,740**	(15,186)
Cash generated from/ (absorbed by) operations	**(87,074)**	(68,781)

14. ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the year.



REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

CIRCLES SOUTH EAST

England & Wales - Charity number 1123361

Accounts

CIRCLES SOUTH EAST

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

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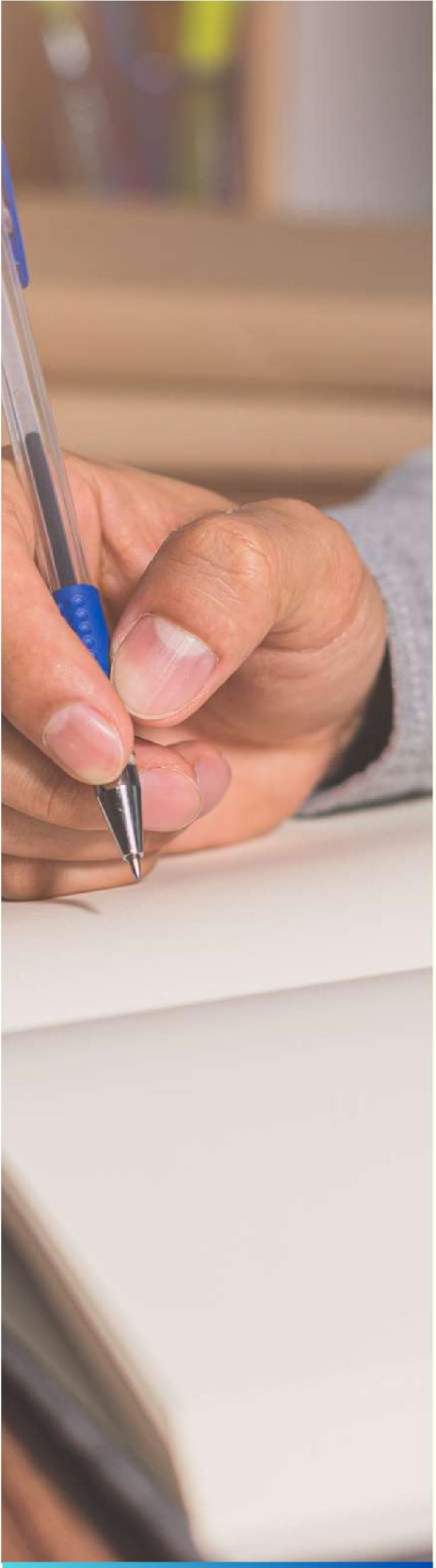
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CHAIR'S FORWARD

This year the charity celebrated its 20th year since the creation of the original pilot project. We have travelled a long road since those early days when we started running Circles in the Hampshire and Thames Valley regions. We have expanded to provide Circles throughout the South East region and London and with expertise learned from this pioneering work have added complementary services supporting those who have experienced sexual harm.

At the beginning of this year, the future of the charity was by no means certain. Changes in the way that the Ministry of Justice and Probation Service commissioned Circles of Support and Accountability created huge uncertainty and challenges for the charity. It is a testament to the passion of all involved that these challenges were overcome and successful bids were made to ensure continued delivery of circles across our core areas in London and the southeast of England.

The charity therefore ended the year with a significantly improved outlook and, probably for the first time in its history, a financially predictable future at least for the next few years.

However, these are not the only achievements from the past year, other noticeable successes are moving to full delivery for ReBoot circles, the success of the Passport to Employment/Clink project, and the continuing growth of the Hub services.

Volunteers continue to be at the heart of everything that we do. Their enthusiasm and dedication are crucial to the success of the charity. Despite significant uncertainty during the year, leading to some delivery areas for circles being put on hold, I'm truly grateful that most volunteers stuck with us and enthusiastically re-engaged once we were able to restart in these areas.

During the year John Williams, who led the charity as chair for over 10 years, stood down. It is with great sadness that he subsequently passed away, leaving a huge void for his family and friends as well as on the board of trustees for this charity.

Looking forward to the coming year we are seeking to build on the foundations achieved last year, take the time that this financial stability provides, strengthen the core of the charity and ensure that we have the right strategies and vision in place to continue to support all our service users well into the future. As the new chair, I look forward to building on the legacy that John and others have achieved and leading the charity into this new exciting era.

PURPOSE AND AIMS OF THE CHARITY

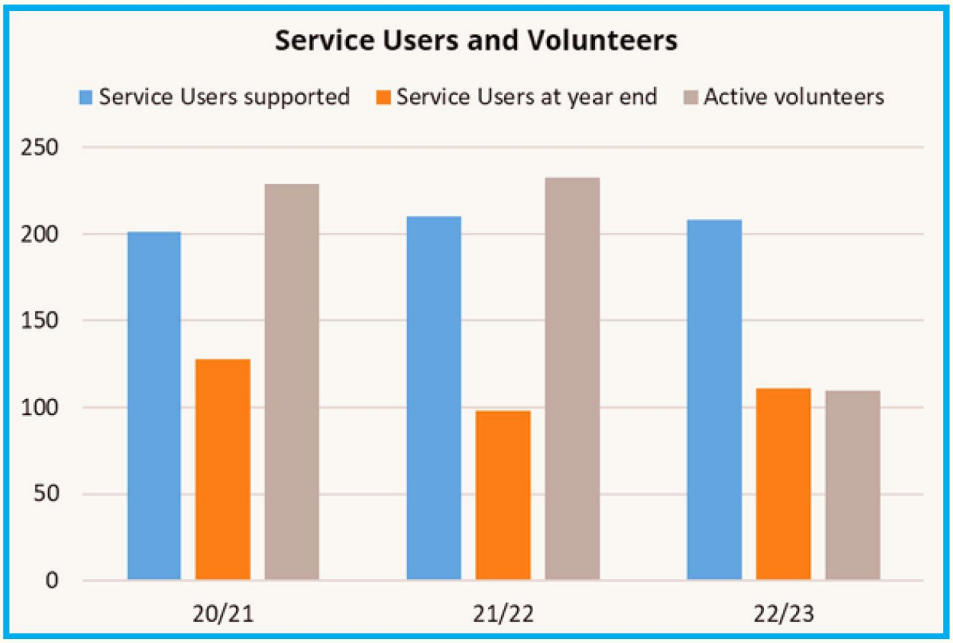
Our charity's purposes are contained in the company's memorandum of association:

To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

Our Aims

The Board of Trustees has determined the primary aim as the prevention of sexual abuse and reduction in the number of new victims created. This is achieved through:

- A range of interventions to support both survivors and perpetrators in their recovery, rehabilitation and reintegration, recognising that each person has a unique set of personal circumstances and therefore will need a tailored response in order to progress
- Reducing stigma and isolation and increasing victims, partners and families wellbeing through helping them cope, recover and make informed life choices
- Risk management provision undertaking assessment of those who have offended and those who may have responsibility for safeguarding
- Awareness; education and an appetite and ability to talk about abuse, identifying appropriate and inappropriate behaviours, highlighting risk, treating all people with fairness and respect
- Identifying motivated and committed members of the public to monitor and support persons who have committed or who are likely to commit sexual offences (the core member).



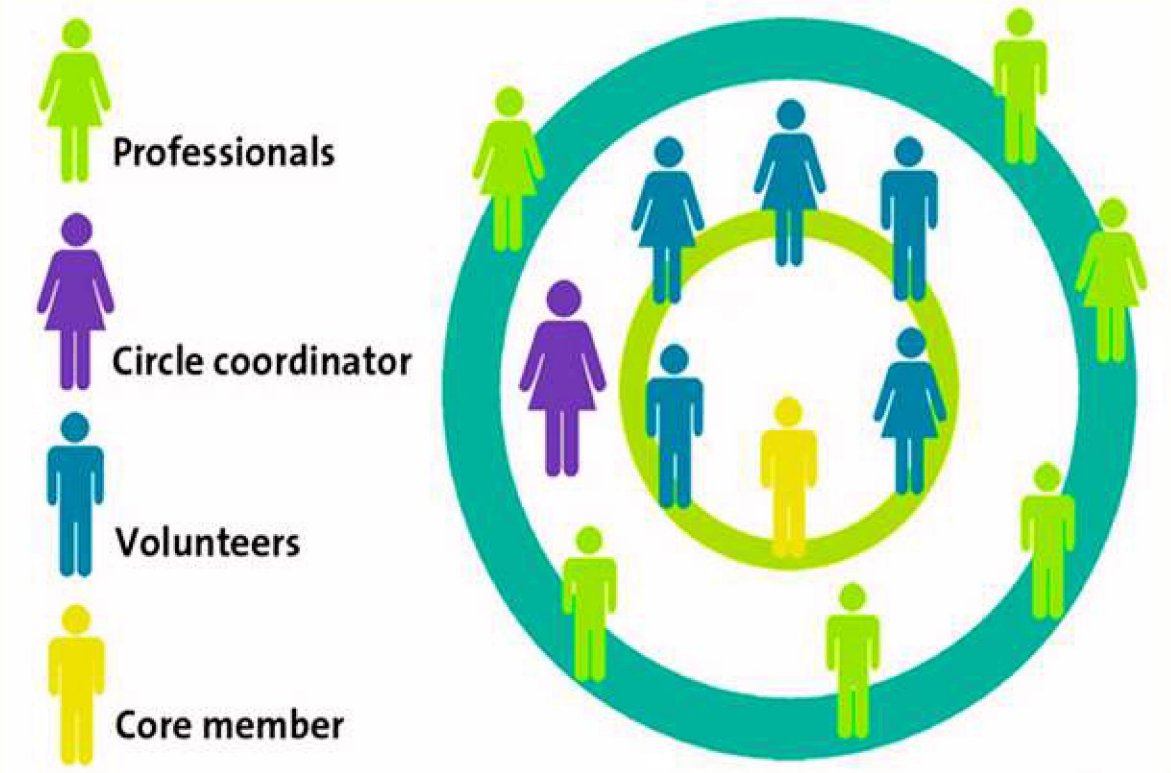
The number of Service users supported during the year has held up well, we experienced a reduction in Circles Core Members but an increase in Service Users accessing Counselling services. The reduction in Active Volunteers in the 2022/23 year reflects the reduction in Circles provision during the year as explained elsewhere, this number has recovered to previous levels in 2023/24.

Circles of Support & Accountability

Overview:

A Circle of Support and Accountability (or 'Circle') is a simple concept by which a group of trained and professionally supervised volunteers form a 'Circle' around an individual who has been convicted of a sexual offence (known as the Core Member) living in or due to be released into the community. A Circle provides a structured support network to the Core Member whilst holding them accountable for their behaviour. The Circle works in close partnership with the statutory agencies and is managed by a trained professional known as the Circle Coordinator. Circle support typically lasts between 12 and 18 months.

Circles South East are currently contracted to deliver Circles for the Ministry of Justice (MoJ) in 3 of their Probation divisions – South Central (Hampshire, Isle of Wight and Thames Valley), KSS (Kent, Surrey and Sussex) and London. Circles South East are also able to deliver Circles as one of the options available under current contract arrangements with Surrey Police and Crime Commissioner (PCC) and Hampshire and IOW PCC.



The Circle comprises volunteers from the community who are supported by professional staff

Circles of Support & Accountability

Aims:

The key aims of the Circles model are to:

- Strengthen risk management delivered by statutory partners (e.g. Police and Probation) and therefore contribute positively to the protection of the public
- Contribute to a reduction in dynamic risk[1] for Core Members engaging in a Circle
- Increase the likelihood of desistance from sexual offending for Core Members engaging in a Circle
- Reduce Core Members' experiences of social isolation and the associated risks of sexual reoffending
- Support Core Members to work towards more stable, pro-social lives through outcomes such as finding suitable volunteering or employment opportunities, building appropriate social networks and engaging in community activities
- Improve the emotional wellbeing of Core Members.

Target Core Members:

The Circles model is intended to support individuals who have been convicted of sexual offence(s) and who have needs related to social isolation and emotional loneliness (the Core Member). Our current contracts allow us to work specifically with those individuals who are currently managed by statutory agencies (Probation and/or Police). These include individuals who are on licence having been recently released from custody, on community sentences or having completed their sentences being managed by Police on Sexual Harm Prevention Orders and/or the Sex Offenders Register.

As a Circle is a voluntary support service, all Core members engaging in Circles do so voluntarily and therefore they must be motivated to attend and engage with the Circle. Individual contracts have specific eligibility criteria for referral but the majority of Circles services are targeted towards those who are assessed as being high or very high Risk of Serious Harm.

Beneficiaries:

The overarching beneficiary of a Circle is the wider community – through the intended aims of the Circle, we are contributing to the ultimate goal of 'No More Victims'. By supporting individuals who have caused sexual harm to integrate safely into the community, we intend to help them achieve fulfilling lives and thereby desist from further sexual offending.

[1] Dynamic risk relates to factors that are changeable and also known to have an impact on future sexual or violent offending, such as hostile orientation or anti-social influences. For comparison, Static risk relates to prediction through historical factors known to be statistically predictive of future sexual and violent offending, such as number of previous convictions.

Circles of Support & Accountability

Beneficiaries continued:

In addition to this, the local community benefits from our service too. Through our work to raise awareness of the Circles model and sexual harm more widely, community members are given the chance to learn about this important area and provided with opportunities to get involved through volunteering. Our volunteers report a very high level of satisfaction with our training, volunteering opportunities and supervision provision and many eventually leave our service to commence employment in the statutory agencies we support, such as Police, Probation Service and Social Services.

The Circle Core Member is also a key beneficiary. Core Members engage with us voluntarily, aware that their lifestyle has led them to previously inappropriate and abusive behaviour. By engaging with our volunteers, Core Members learn to live life in a more content, purposeful and secure manner, meaning they may no longer choose to commit acts of abuse to meet their needs. Our Core Members report increased feelings of wellbeing as a result of their engagement with a Circle and typically end a Circle feeling more optimistic about the future, having made some positive steps towards achieving their goals.

"I am very thankful for the whole Circles experience. It has been very well structured and carried out with expertise and consideration. The facilitators are very experienced, always willing to listen and explore things that troubled me and help me reach level headed understanding of my mistakes and behaviour"

"I am much happier and content (now), not as impulsive as I used to be and have learned to think things through - I am totally committed to never offending again"

CORE MEMBER

The statutory agencies we deliver Circles for (Probation and Police) also gain hugely from our service delivery. Circles are as much about monitoring and risk management as they are about support and thus they are able to contribute to the dual aims of the statutory agencies – to protect the public whilst supporting rehabilitation.

"(The service user) speaks very highly of his time with (his coordinator) and the other volunteers. There is a noticeable change in his demeanour and presentation now in comparison to when I first met him two years ago"

HAMPSHIRE CONSTABULARY, MAY 2023

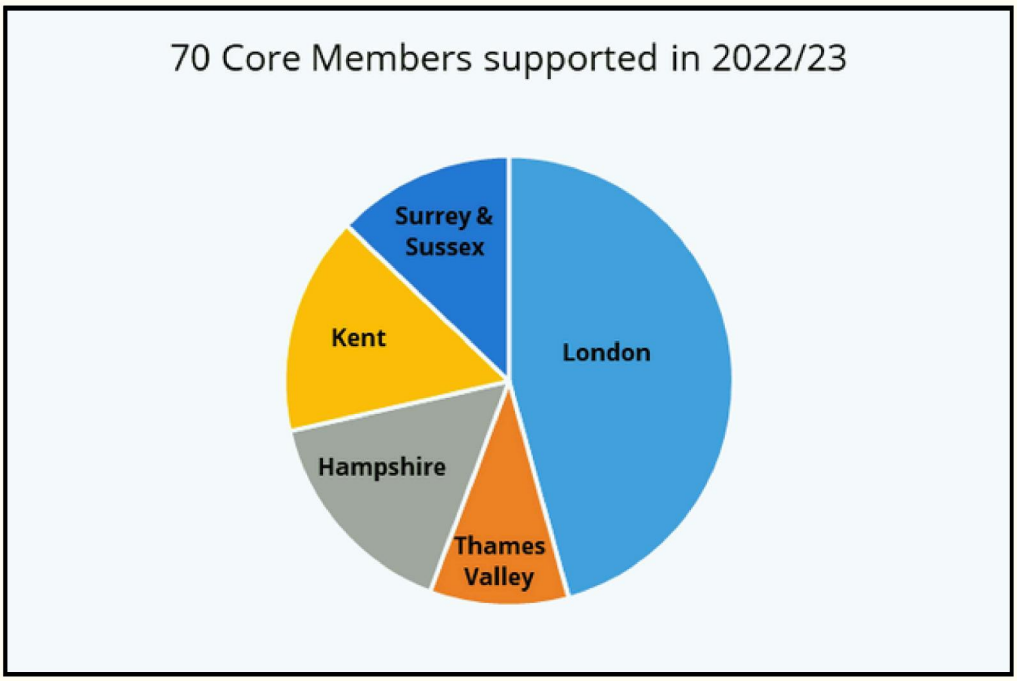
MAIN ACHIEVEMENTS OF 2022-23

We achieved success in a tendering process conducted in open market competition to provide Circles in three Probation regions; London, Kent, Surrey & Sussex and South Central. However, Circles delivery faced numerous challenges prior to the start of mobilisation of the contracts in early 2023. These challenges, towards the end of 2022, have been mostly external as a result of a move to national commissioning of Circles. The impact was a prolonged suspension of new Circle setups and in most cases the suspension or premature closure of existing Circles from the existing Probation contracts. The impact of doing so also had a negative effect on the engagement of volunteers (more information on this is available in the Volunteer section of the report).

Overcoming and minimising the impact of these external hindrances has been a significant achievement in itself. Where staff have had caseloads closed they were redeployed temporarily to other services.

The staff attached to Circles delivery worked hard to ensure that time not spent on delivery was focused on developing the service in order to hit the ground running when the new contracts were implemented. The Circles Initial Volunteer training was reviewed and updated, as were the key documents which support Circles delivery. Coordinators maintained contact with volunteers during this period as well as remaining in touch with Core Members whom they hoped to work with under the new contract arrangements which were pending.

Despite these obstacles, we still supported 70 Core Members in standard Circles.



MAIN AIMS FOR THE YEAR(S) AHEAD

The key aims for the next few years relate to establishing and maintaining new and effective ways of working under the new contract arrangements.

The focus will be on:

- Establishing settled and effective referral pathways
- Developing and implementing new reporting measures to comply with the MoJ contract requirements
- Increasing frequency, stability and the total number of Circle set-ups
- Increasing volunteer recruitment efforts, with targeted recruitment campaigns in key areas
- Building effective working relationships with Probation under the new arrangements associated with the MoJ contracts
- Ensuring there is consistency of practice and delivery across all of our Circles contract areas.



CIRCLE CASE STUDY

The Core Member-CM (our name for the service user) was referred to Circles with a number of convictions for sexual activity with children, and subsequent breaches of his order, mostly for unacceptable online behaviour. The CM was isolated and lonely, and living in a shared house with individuals who were unaware of his history. He stated that he spent all day sitting in his room thinking of ways to kill himself. He had little family contact, no friends or relationships or meaningful use of time.

Prior to the Circle commencing CM had a period of pre-circle phone mentor support to help prepare him for Circle. He was later moved into face to face Circle meetings with a group of 4 volunteers who met and spoke with him on a weekly basis. After 9 months the meetings reduced to fortnightly, and after another 3 months the Circle had a final 6 months of monthly meetings prior to closure. In total CM engaged for over 24 months. In these meetings the volunteers supported CM with improving his confidence and self esteem along with encouraging and motivating him to find meaningful activities to fill his time and supporting him in goal of building appropriate relationships.

By the end of the Circle CM had re-established relationships with his parents and visited them at least once a week, taking care of them and maintaining their garden to a high standard.

He formed a relationship and with the help of the volunteers was able to resolve a number of issues around his need for cleanliness and tidiness which had been a cause of friction in their relationship.

Although unable to find work the CM was actively looking for employment and showed the volunteers numerous examples of garden maintenance he had completed on his parents and other friends' gardens, demonstrating good skills in this area.

CM also made several new appropriate friends and by the end of the Circle seemed to spend the majority of his time in meaningful relationships with other people.

The CM had one notable setback during his time in the Circle when having worked with the volunteers on the content, he sent a message to his adult son on his birthday. He received a number of abusive calls and texts back from his son and ex-wife stating that contact was not welcome and being abusive towards him. CM dealt with this by calling his OM, Visor officer and Circle volunteers to tell them what was happening and how he felt about this. This was an impressive sign that he had developed appropriate problem-solving skills and could apply them appropriately to an extremely emotive situation.

The CM achieved all of the goals he had set for himself. His self-esteem was noticeably increased and his mental health vastly more stable, as evidenced by the way in which he managed the rejection and abuse from his son and ex-wife. He had formed several appropriate pro social networks, making friends, meeting his partner and re-establishing his relationship with his parents and spending his time productively with them. Furthermore the CM had not re-offended was demonstrating new capacity to make positive life choices and demonstrate pre-social behaviour. CM had secured appropriate accommodation, managing his relationship in a mature fashion and demonstrating increased wellbeing throughout all areas of his life.

CM was initially challenging to work with as he struggled to cope with the depth of feelings he had regarding where he was in his life. With poor mental health and low self-esteem, he was capable of spiralling quickly and allowing new problems to become significant obstacles. He was however immensely grateful for the support of the volunteers from the first element of phone support and throughout the Circle process. Once he had begun to engage and feel safe in the Circle the CM was open to sharing his feelings and being challenged by the Circle volunteers, and demonstrated a positive and healthy attitude to making changes to his thinking and behaviours.

At the end of Circle meeting the CM was full of praise for the volunteers and the work of Circles and could not thank the volunteers enough for all the support they had given him. The volunteers were pleased that the CM had achieved his goals and thanked him for his hard work and for being so open with them throughout the Circle.

The CM said he was sad that the Circle was ending as he enjoyed the meetings and considered the volunteers to be friends. The coordinator explained that although the Circle had ended, the CM could still contact the coordinator if required and he would pass on any messages to the volunteers regarding his ongoing progress. This helped to reassure the CM.

The CM described his experience of the Circle as being '*Outstanding*' and commented that the Circle had helped him to understand where he had gone wrong in his life and thanked the volunteers for being '*positive to me*'. He added '*I feel like a completely different person now, they have given me the skills to achieve in my life'. And 'they have helped me out in every way possible.'*

CIRCLES REBOOT

Overview:

Circles ReBoot incorporates the principles of traditional Circles whilst targeting a different group of service users, using a slightly adjusted delivery method. A ReBoot Circle consists of 3 or 4 trained and supervised Volunteers supported by a Coordinator and an Outer Circle of Professionals. The Circle will be shorter (12 sessions over a 6-month period) with sessions and activities focused specifically on using the Core Member's strengths and aptitudes to achieve agreed goals. A ReBoot Circle is more structured than a traditional Circle and volunteers make use of a specifically designed resource pack to support the Core Member to develop in key areas. Circles South East currently deliver a limited number of Reboot Circles across the entire South East region funded by Circles UK.

Circles South East are also able to deliver Circles ReBoot with Surrey PCC and Thames Valley Police. Hampshire and IOW PCC also had the capacity to refer cases to ReBoot before the end of their contract in March 2023 and moving to the new contract.

Aims:

The key aims of the Circles ReBoot model are to:

- Strengthen risk management delivered by statutory partners (e.g. Police and Probation) and therefore contribute positively to the protection of the public
- Contribute to a reduction in dynamic risk for Core Members engaging in a ReBoot Circle
- Increase the likelihood of desistance from accessing Child Sexual Exploitation Material (CSEM) for Core Members engaging in a ReBoot Circle
- Reduce Core Members' experiences of social isolation and the associated risks of sexual reoffending
- Support Core Members to work towards more stable, pro-social lives through outcomes such as finding suitable volunteering or employment opportunities, building appropriate social networks and engaging in community activities
- Improve the emotional wellbeing of Core Members.

Target Service Users:

The Circles ReBoot model is intended to support individuals who have been convicted of accessing Child Sexual Exploitation Material (CSEM, or sometimes referred to as 'indecent images of children'). Circles ReBoot is designed specifically to meet the needs of individuals who meet a lower risk threshold, but where it is likely risk will escalate without intervention.

CIRCLES REBOOT CONTINUED...

Beneficiaries:

As with traditional Circles, the main beneficiaries of Circles ReBoot delivery are the wider public, local communities, our volunteers, Core Members and our statutory partners.
The added benefit for statutory partners is that quite often, those individuals who have been assessed as posing a lower risk are not able to access support services or rehabilitation programmes. Often services are targeted at individuals within the higher-risk profile, leaving statutory partners unable to make onward referrals for lower-risk individuals. Circles ReBoot provides an avenue for additional non-statutory support which therefore appears to be lacking in some areas for this service user profile.

Main Achievements of 2022-23:

After a successful Pilot project where some changes were made to the model, we were able to move to full delivery ReBoot Circles. This has been welcomed by statutory partners, including the Metropolitan, Hampshire and Isle of Wight, Thames Valley and Surrey Police who were able to make referrals to the service.

Main Aims for the year(s) ahead:

Over the coming year, Circles South East would like to secure further funding for continued delivery of the Circles ReBoot model within our region.



ENSO MENTORING

The Enso Model:

The Enso Mentoring model is based on the essence of Circles' work. Those persons who have multiple complex needs, convicted, and imprisoned for committing offence(s) of sexual violence or violence (the Service User), can access the Enso mentoring service. This can be done while still serving their sentence or once they have been released, and the support they are offered will be tailored to their individual needs. Support whilst in Custody, will take the form of prison visits and letter writing. This Correspondence Mentoring will be used to start building relationships with their volunteers and give hope for their future lives in the community.

Once in the community, access to paired or group mentoring support is available. The focus of this mentoring support is to build trusting relationships and to provide Service Users with a network of people they can engage with in safe social activities.

Project Structure:

After much support and determination on the part of Kent, Surrey and Sussex Probation's Public Protection management, budgets and contracts were secured in September 2022 for a further year, for both Kent and Sussex, with developmental seed money for Surrey.

Volunteers and Training:

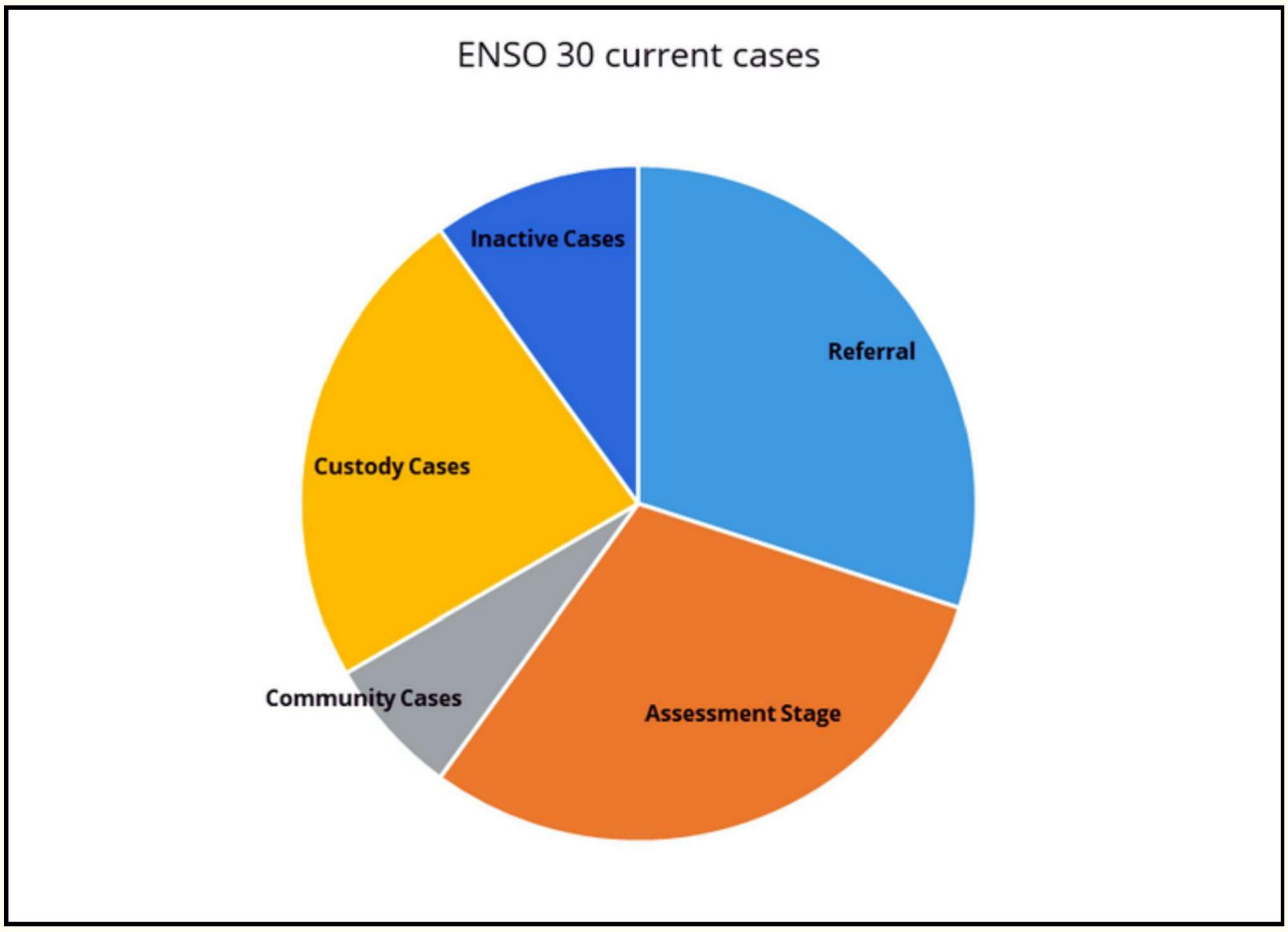
Volunteers who deliver the Enso mentoring model are experienced Circle volunteers who have been specifically trained. Out of a total of 150 trained Circle South East volunteers across the KSS region, 56 have received further training specifically for Enso and 31 of the 56 have said they only want to deliver Enso.

Operational Overview:

All operational outcomes are measured against a set of Key Performance Indicators specifically designed for the Kent, Surrey, and Sussex Enso Mentoring Project.

The chart below shows the current activity that was being undertaken at the end of the last reported quarter.

ENSO MENTORING CONTINUED...



Main Aims for the year(s) ahead:

At the time of writing this report, Probation has agreed to fund arrangements for the next 12 months across Kent, Surrey and Sussex regions.

"A mentor empowers a person to see a possible future and believe it can be obtained"

SHAWN HITCHCOCK



ENSO Project Success (Case Example)

JW had been in and out of custody for most of her adult life, having multiple complex traumatic experiences, substance misuse, self-harm, and violence (to and by). Relational work with the coordinator was key in establishing and maintaining a trusting working relationship with the mentee, before transitioning to introduce to volunteers due to their significant trust concerns.

Upon one release, the mentee was introduced to a pair of volunteers, however, the mentee found this a bit overwhelming, which was effectively managed by the coordinator.

Contact was maintained following a recall and a change in coordinator was sensitively managed due to attachment issues. Upon her re-release, the mentee was introduced to the new coordinator at her accommodation.

New volunteers were carefully selected and gradually introduced, first online (although the mentee struggled a bit with this) and then in person, meeting regularly in the community.

Fortunately, volunteer consistency was able to be maintained when the mentee moved areas due to temporary accommodation and the coordinator also joined meetings periodically to cover absence.

In conjunction with the support offered by professional Probation and Health staff, Enso mentoring supplemented the intensive support required by the mentee which enabled her to settle effectively within the community. She went on to obtain voluntary work with her local Salvation Army group, reporting a significant improvement in her confidence, pride in her appearance, reduced (no further known) incidents of self-harm, maintained abstinence from substances and for the first time in her adult life, she successfully completed a licence period within the community.

The coordinator, staff and volunteers joined the mentee for a community activity in celebration of her successful completion. To offer a smooth transition, upon agreement of all involved, the volunteers set up a specific email account to update on progress periodically.

JW (2020-2023)

PROJECT VIGILANT

Thames Valley Police began Project Vigilant in November 2021 in response to a large number of reported sexual crimes within the Oxford nighttime economy (NTE). A Project Vigilant deployment consists of uniformed and non-uniformed officers who go out into the NTE, the non-uniformed officers identify individuals whose behaviour is of concern, who they believe may be looking for an opportunity to offend sexually and give this information to uniformed patrols who then apprehend the individual and take appropriate action to explore the reasons for their behaviour. Thames Valley Police (TVP) were aware that whilst Project Vigilant deployments prevent an offence from happening on that occasion, the problematic behaviour does not stop there. They needed an intervention for these individuals to explore the underlying thoughts, feelings and motivations and work with them to prevent further offences from taking place. This is where the partnership with Circles South East was created.

The 2 objectives of the partnership are:

1. Working with potential perpetrators
2. Training and information sharing
   - To TVP staff about the partnership and how that works in practice for them
   - Community groups to raise awareness of Violence against women and girls (VAWG), concerning behaviours and what action to take
   - To educate and empower women and girls to stand against VAWG in all of its forms.

In April 2022, Circles South East was written into Thames Valley Polices strategic plan and funding was agreed upon for a further 3 years. This demonstrates their commitment to VAWG and the strength of our partnership. To date, we have had contact with 5 individuals at risk of sexually harmful behaviour and delivered training/information-sharing sessions to over 200 individuals. We have continued the day-to-day Project Vigilant work of information sharing, training, identifying, assessing and working with individuals at risk of sexually harmful behaviour.

Main Aims for the year(s) ahead:

To build on the work we have already done Circles South East will appoint a new Operational Lead, who will be responding to requests and will be visiting as many teams and training events as possible. We will also be delivering VAWG workshops to universities across Thames Valley and we will be looking at a number of ideas to reach men and women who would benefit from intervention, education and empowerment.

CLINK PARTNERSHIP

The Clink Kitchen is a national charity that works inside prisons to train and support prisoners to gain qualifications in hospitality. In a desire to be equitable and inclusive the Clink, in 2021 piloted their services to prisoners convicted of sexual offences, incarcerated at HMP Brixton. The Clink's concern at working with this cohort of offenders, led to an approach to Circles South East to form a partnership, whereby a prisoner with a sexual conviction having successfully completed the Clink Kitchen programme could be supported by Circles South East upon their release.

The Clink Project has now been operational for 18 months during which time 13 referrals have been assessed for the Passport to Employment Mentoring scheme. One was assessed as not suitable and we engaged with the remaining 12. Out of these 12,

- 6 have gained employment
- 1 has accessed full-time education
- 1 has been given access to a Circle of Support and Accountability
- 1 has been referred and accessed the Circles South East Counselling service
- All 12 have been supported, reducing risk factors and promoting personal desistance.

In 2022 the mentoring programme Passport to Employment was specifically designed for this project using trained volunteers to mentor those prisoners with sexual convictions, who have undergone the Clink training programme to access employment upon release. Its success has demonstrated the potential use of the programme within a wider context.

As well as the operational work with those service users being released from HMP Brixton, Circles South East provided in-house training on working with this particular cohort of prisoner to Clink staff as well as designing and running the first volunteer training in delivering the Passport to Employment Mentoring programme.

Main Aims for the year(s) ahead:

Envisaging that this project would be widened to all Clink Prison Kitchens we are working with the Clink Charity to seek funding. We are also looking to further develop the 'Passport to Employment' programme

REDUCING SEXUAL HARM - SUPPORT HUB

2022 – 2023 represented our second of the three years of Lottery Funding for the Support Hub. Our Service User targets increased from year one for the Protective Adults Service (Breaking the Cycle) and Family Programmes (Forging the Links), while those for the Counselling Service remained the same. Lottery targets for the year were therefore 36 Service Users for programmes and 20 for the Counselling Service.

Apart from this target, our aims for the year were to consolidate services, re-write Breaking the Cycle to bring it in line with Coercive Control legislation and other updates, increase our training programme and begin the process of re-writing the Forging the Links programme into a linear format. We also wanted to integrate services so that Service Users could access programmes according to need and simultaneously as required. It was recognised therefore that Support Hub staff would require investment in terms of training and skills development so that there would be increased parity of skills levels between programmes.

Waiting lists remained lengthy for all services so, while this indicated the need for the services we provide, it also required attention so that waiting times could be reduced.

As always with Support Hub activities, a key aim has been to extend the type and amount of services delivered for which we charge, contributing to the overall funding strategy of the Charity. The model we use is that we offer free Lottery funded spaces for Breaking the Cycle up to the target number, then charge referring agencies for places after that. Risk assessments and perpetrator interventions are charged for. As a pilot programme Forging the Links is delivered free of charge, as is the counselling service. In this way, we maintain our aim that Support Hub services are always free to access for service users.

Service Users and Other Beneficiaries:

Breaking the Cycle continued to be available to parents, carers or other family members responsible for children in their care, where a risk of sexual harm had been identified. While ostensibly the programme acts as an assessment of adults' capacity to protect at-risk children, it has also acted as a therapeutic setting in its own right, acknowledging as it does the trauma of discovering sexual harm risk, and often history, within family groupings, and helping participants to accept this new reality.

Forging the Links on the other hand has solely been provided to families, including children, recovering from sexual harm trauma. Post-statutory intervention families are often left confused with many of the issues that arose during the process unresolved. Professionals often withdraw leaving confused and anxious families to deal with the aftermath themselves.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

To date, these have been the types of families referred (or self-referring) into the service. Our Coordinator for the service is qualifying to be a Family Psychotherapist, and Forging the Links is designed to be responsive, so that families have the time and space to explore issues thoroughly, with the service users largely setting agendas. We have used the experience of working with these families to assist in the design of the more formal manual we are writing for Forging the Links.
Our counselling service offers up to 30 sessions of client-centred therapy to anyone impacted by sexual harm. This is in contrast to the much shorter Cognitive Behavioural Therapy driven services offered traditionally by the NHS and allows clients more time and space to address the effects sexual abuse has had on them.

Our services are always over-subscribed indicating the value professionals place upon them, continuing to refer and recommend Circles South East to colleagues.

Value to Communities:

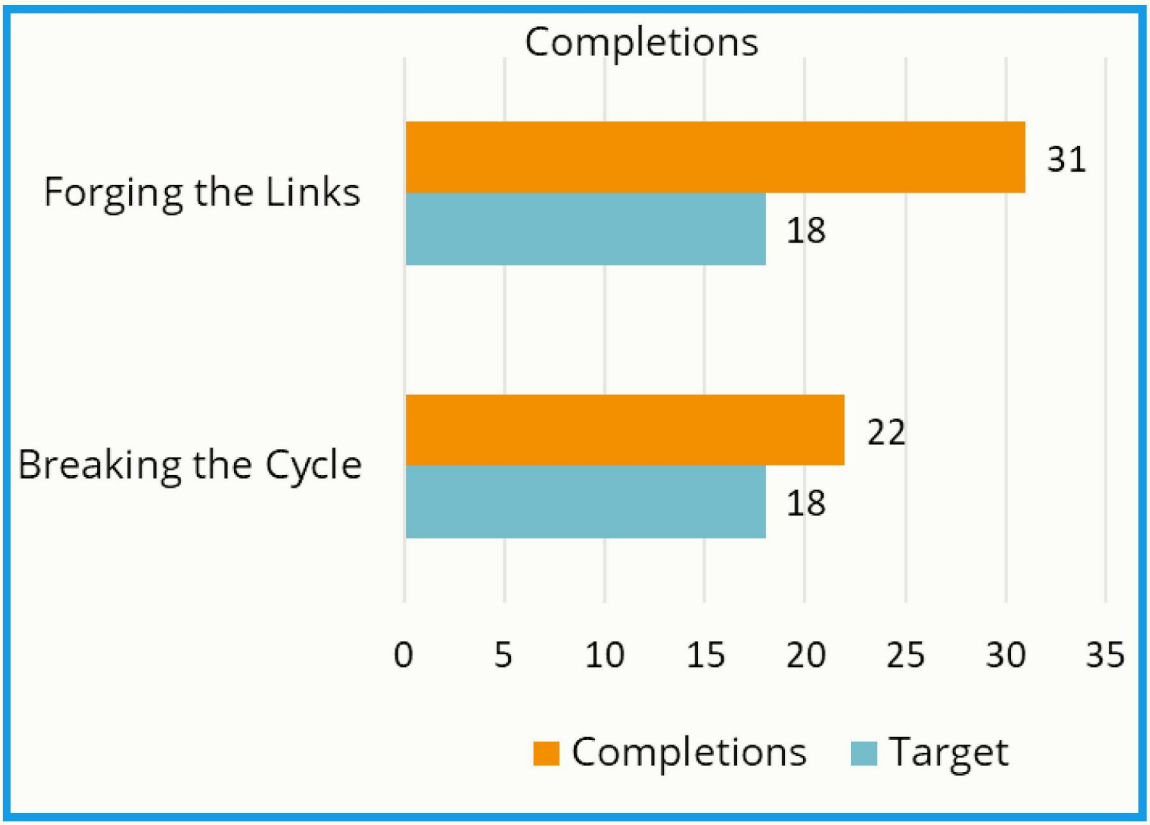
Support Hub services are not confined to any area geographically as we deliver the majority of services online. As such we are now contributing to the national network of services provided to those impacted by sexual harm. We view our services as restorative for those recovering from the impact of sexual harm. In addition, by speaking openly about these issues, and educating service users during programmes and the wider community via training, media presence and forums, we are also acting to prevent further sexual harm.

Service user wellbeing, solutions for referring fellow professionals and major contributions to the wider Violence Against Women and Girls strategy are key community benefits of what the Circles South East Hub offers.

Main Achievements of 2022-23:

We have supported 68 service users allocated to both programmes in the last 12 months. We achieved a total of 53 lottery-funded programme completions for the year. Of the 25 referrals we received for Breaking the Cycle 22 were completed during this period. We have had huge success with the Forging the Links programme with 31 completions. We engaged with a further 15 service users, (additional to targets), for the Breaking the Cycle programmes.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...



At the end of March 2023 we had a pool of 27 counsellors, of whom five were on placement. We have received 84 referrals since April 2022. These come from a variety of sources including Local Authorities, Probation, NHS Trusts and self-referrals (20). Our criteria is that someone has been impacted by sexual harm. 32 clients started counselling with us since April 2022.

12 new counsellors started with the Charity during the year. However, our Counselling Coordinator left the Charity in October 2022 and it took us until January 2023 to fill the vacancy, so we were then in a position to begin recruiting counsellors again. This said, despite the setback, we were able to exceed the annual target.

The re-write of Breaking the Cycle was completed and piloting began in October 2022. This involved a complete overhaul of the programme, including updates of case studies, extra sessions on coercive control, online offending and assessments. The updated programme will be reviewed 12 months after commencing the pilot.

REDUCING SEXUAL HARM - SUPPORT HUB CONTINUED...

Main Aims for the year(s) ahead:

2023 – 2024 represents the last year of Lottery funding. Targets have increased from 56 to 68 service users (48 for programmes) engaging with Hub services. We are confident of meeting this target.

We have engaged Roehampton University Forensic Psychology Dept. to undertake an independent evaluation of Support Hub services. They will examine programmes, and data collected regarding service users and referring agency satisfaction with services, and will carry out interviews with stakeholders. The results will help to inform all future developments.

Alternative funding will be sought from April 2024. It will be a major challenge to maintain the Support Hub Team and services in their entirety. As such the Forging the Links programme re-write will focus on supporting statutory interventions (Parole, Child Protection and Fostering processes) and will include assessment reports for referring agencies. The re-write is well underway. The aim is to be able to invoice for the service so that Forging the Links becomes self-sustaining financially, as is Breaking the Cycle. Similarly, we intend to sell CPD training sessions, helping to sustain the Counselling Service and to develop and extend Assessments and Interventions for which we can again invoice referring agencies. Breaking the Cycle is currently being reviewed and alterations are being made to the updated manual. We feel that the "products" we have available and those we plan to develop in the future will be attractive to commissioners, fellow professionals and potential self-referrers.

Branding and marketing are important features of these plans for self-sustainability, together with ensuring the Team infrastructure and admin systems are sufficiently robust to cope with an influx of work.

In the meantime, we are also seeking to secure continuation trust funding to maintain service delivery post-April 2024.

SUPPORT HUB CASE STUDY

It has long been a Support Hub ambition to be able to offer as complete a service as possible to those who come to us with complex issues. Below is an example of recent practice that demonstrates this:

Ms A, the mother of two teenage daughters approached us following the suicide of her long-term partner on the day he was due to be sentenced for serious historic sexual offences that predated their relationship.

She initially referred herself to the Family Programme to help resolve difficulties between herself and her daughters, one of whom claimed to have been indecently assaulted by her stepfather. Ms A had taken protective steps so that her daughters were never at further risk but had carried on her relationship as the assault was apparently innocuous and was explained as a “slip of the hand”

Ms A and her daughters were then horrified when details of her partner’s previous offending behaviour emerged, and she began to recognise signs of his manipulation in their relationship.

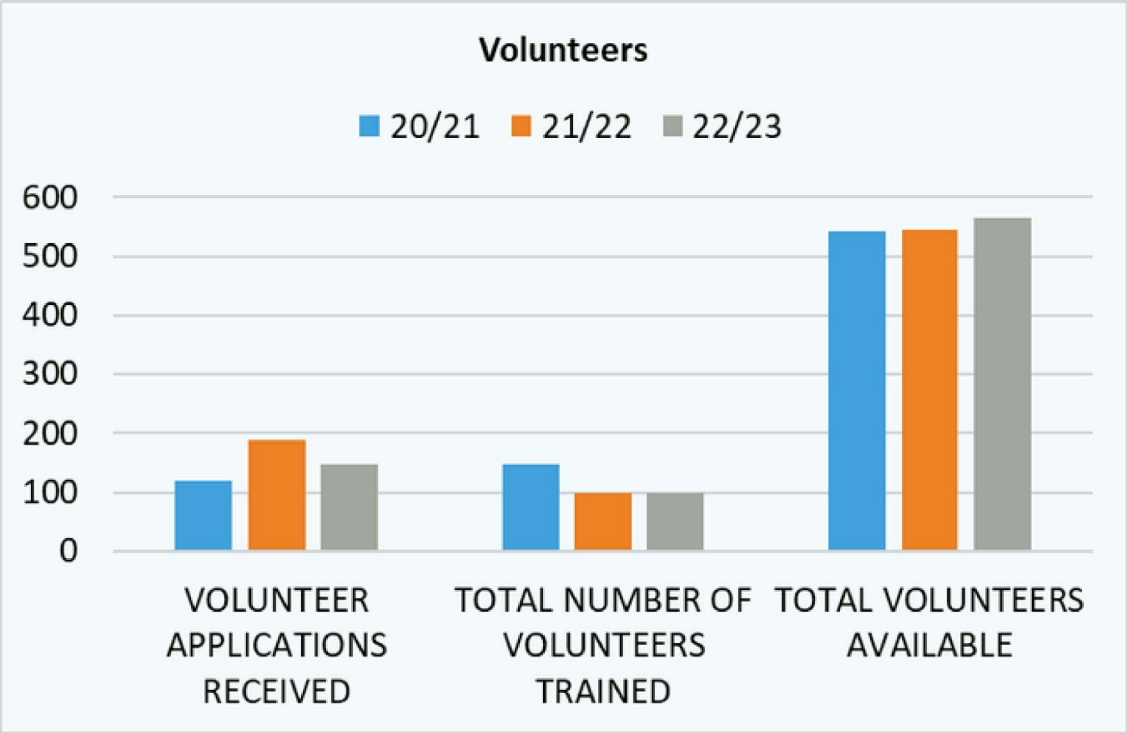
At this stage, as signs of post-traumatic stress became apparent, Ms A was referred to our Counselling service. Simultaneously a request was made for a member of the team with experience of working with perpetrators of sexual harm to work with Ms A helping her to understand how such behaviour is carried out, grooming techniques and methods of coercive control.

The purpose of this was to help Ms A absolve herself of the lingering sense of responsibility she felt for continuing her relationship and the risk this posed to her daughters. Instead, we helped her to realise that her protectiveness had helped prevent further abuse and that she had achieved this in adverse circumstances. Through the Family Programme Ms A’s daughters were also able to reconcile their mother’s behaviour with the fact that her partner had deceived her so completely for so many years.

VOLUNTEERS

All organisations in the voluntary sector are reporting a national decline in volunteer recruitment. This has meant we have had to undertake a full review of our recruitment strategy, promotion and marketing of opportunities and implement a new active campaign across our regions. We have reviewed and amended all promotional materials and implemented the use of a QR code to increase the ease of the application process for volunteers. Staff are actively recruiting across voluntary and community groups, universities, and professional networks.

Below are the volunteer figures for the last three years.



Aims:

Circles South East aims to recruit, train and maintain a highly skilled workforce of volunteers across London and the South East who are prepared and confident to support individuals convicted of sexual harm.

Volunteers are over 18 and may be professionals, retired, students, lay-persons or individuals with lived experience of the criminal justice system, from any walk of life, provided they are vetted by us, and trained to our high standards. The only exception to this is those who volunteer for Counselling services which require the volunteer to meet counselling-specific qualifications and criteria.

We look for volunteers who are accountable, reliable and empathic.

VOLUNTEERS CONTINUED...

Target Volunteers:

As mentioned above our volunteers are diverse and will ideally represent the community within which they volunteer. For this reason, volunteers have been recruited from national and local volunteer hubs and organisations and a new Volunteer Recruitment Policy has been developed to increase recruitment and promote diversity with Circles South East.

How public/community benefits (directly or indirectly):

The public benefits greatly from the recruitment of our volunteers. Their training and supervision means throughout communities across the South East and London there are individuals who are insightful and prepared to tackle the problems sexual harm generates and the toxic environments within which sexual harm germinates.

These volunteers receive training that provides strengths not specific only to sexual harm but allows them to manage a range of sensitive topics with care and insight, using a range of skills and techniques to ensure these are managed more effectively.

Volunteers operate in their own communities, meaning the community directly benefits from the support that volunteers provide the service users.

Statutory agencies, and therefore the public, greatly benefit from the training, supervision and support that we provide our volunteers, as so many of our volunteers progress from volunteering to working in the criminal justice system for Police, HMPPS or Social Services, often citing the Circles experience provided them with the necessary insight and experience to secure this employ.

Main Achievement in 2022-2023:

This year has seen some significant achievements within volunteer recruitment, the first of which is the development of our new and improved Volunteer Database, DoVE. This database launched in early 2023 is still in the fine tuning stage as we work with our developers to ensure we have an efficient and useful system. DoVE will enable Circles South East to monitor and improve our training provision and quality, along with our volunteer recruitment and retention, allowing us to observe and amend any patterns that could lead to unnecessary volunteer departures or any unsatisfactory engagement. Furthermore, this system will help Circles South East to monitor the diversity of our volunteer cohorts and help us ensure we are providing our service users with Circles that feel inclusive and representative of their communities.

VOLUNTEERS CONTINUED...

While still in its infancy, the addition of the Volunteer database has already led to an improved experience for volunteers as they can access more training, and more services through the variety of interventions offered by Circles South East, simply being more visible to the different staff groups within Circles South East.

Volunteers on training:

Volunteers have expressed satisfaction with the training, highlighting aspects such as enjoyable delivery, and increased preparedness to support core members. Such feedback is indicative of a successful and well-received training program, suggesting that the content is engaging, well-structured, and beneficial. Overall, these comments are a testament to the effectiveness of the training and the positive impact it had on the individuals involved.

"The training was great and I definitely feel more prepared to support and hold the core member accountable. Thank you! "

"I enjoyed this training session and felt it was presented and given in a way that made it pleasurable"

"The delivery of the training was great!"

VOLUNTEERS, 2022-2023

Volunteer Recruitment:

Overcoming obstacles in volunteer recruitment has been an achievement over the last year, as volunteering nationally has seen recruitment slow. This has led to a decrease in the number of volunteers coming forward, and the normal turnover of volunteers has led to a reduction in some areas. Circles South East has released a new volunteer recruitment policy which has prompted renewed investment in this area, and some areas have already started to see the impact of this with increasing numbers being recruited.

TRAINING

Aim:

Circles South East aims to train professionals working in humanitarian fields to be skilled, prepared and confident in supporting those who have sexually harmed, with the goal of assisting the rehabilitation of such individuals more effectively and ultimately preventing further victimisation.

By delivering this training Circles South East aims not only to serve the non-profit, charitable and statutory agencies with the criminal justice system but to serve the public and communities as a whole with more direct and open challenging of sexually harmful behaviour and supporting those at risk of causing to sexual harm to make changes to their lives in order to remain offence free.

Circles South East also aims to use delivery of training to external agencies to assist the organisation in remaining financially stable and to enable Circles SE to develop innovations, services and supports that serve our long-term goal of No More Victims.

Audience:

In 2022-23 training audience has been primarily statutory agencies and the charities, non-profits and businesses that deliver these services, most pertinently within the NPS. Circles South East has also delivered training to Mental Health, Housing and Employment focused agencies.

How public/community benefits (directly or indirectly):

The public benefits greatly from our delivery of training.

The training of professionals across the country means the messages of successful reintegration and rehabilitation are promoted and increases the number of individuals who are insightful and prepared to tackle the problems sexual harm generates and the toxic environments within which sexual harm germinates, within their professional roles but also as members of the public.

The enhanced confidence and skills of practitioners supervising those who have sexually harmed means that these individuals are more effectively managed in the community, and our focus on identifying risk means when risks do occur these can be identified quickly and managed before a service user relapses into causing harm.

TRAINING CONTINUED...

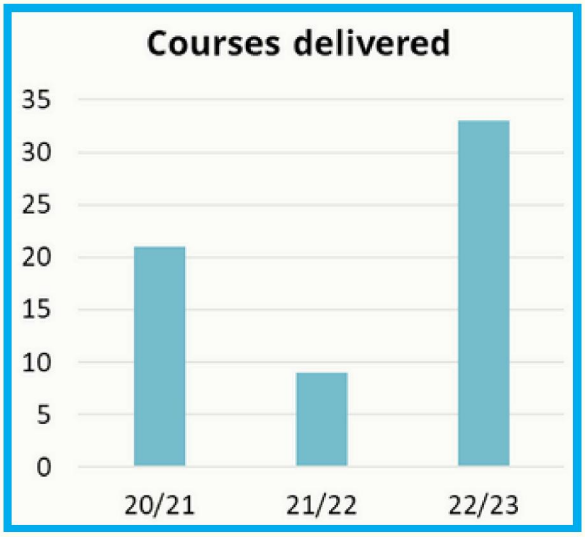
Main Achievements in 2022-23:

In 2022-2023 we have delivered training to the following organisations:

- Belong London
- Catch 22
- Forward Trust
- Society of St James
- St Giles

The St Giles and Catch 22 training contracts have formed part of wider training and staff development spanning several years and delivering several different training sessions, including reflective practice groups, workshops and consultancy.

Circles South East has also delivered training opportunities to its partners such as Thames Valley Police.



"Enjoyable for a topic deemed disturbing. You have removed my preconceptions and as a result, will be more effective working with clients"

"Presenters running the session are always lovely and very knowledgeable. Thank you"

"Thank you for coming and being engaging and informative! Definitely changed my view on people who sexually harm and how it is important to help them to stop there being more victims"

TRAINEES

STAFF WELLBEING & DEVELOPMENT

Circles South East is committed to maintaining and supporting staff wellbeing. As our team has grown further, we have recognised the need to be intentional about ensuring that we maintain the cohesion that has always been a valuable part of the Circles South East ethos. In addition to this, COVID restrictions saw us move our meetings online resulting in savings in both staff travel time and the charity's finances, as we moved out of these restrictions we needed to strike a balance between this priority of team cohesion and the need to use our time and resources wisely.

We decided to continue team meetings online for the majority of meetings and arrange quarterly face-to-face meet-ups for staff which would take place instead of that month's online team meeting. These face-to-face meetings involve an element of continuous professional development (CPD) and some social time for the team to spend together. The CPD has covered the following areas: Safeguarding, Systemic Family Therapy and Probation Service: Sentencing Guidelines and Community Disposals. We aim to support the continued professional development of staff and provide an opportunity to build and maintain relationships which contribute to a healthy, positive environment within which to work. We provide team yoga sessions online and regular individual supervision meetings for each staff member. We also have counselling available should staff require it and a whistleblowing policy for any issues to be raised confidentially.

As part of our ongoing vision for continued staff cohesion and holistically supporting the Team, we are investigating Employee Assistance Programmes as a means of providing our staff with increased access to support, advice and money-saving discounts and also looking into the use and benefit of coaching for employees – we would need to access funding to progress this coaching further should we decide that was the right direction.

In the year ahead we are looking to engage with larger organisations to access training for our staff such as NOTA training and access to workshops as part of the Violence Against Women and Girls conference run by Oxford Brookes University and the HMPPS Insight Festival. We will also continue to consult with staff regarding CPD opportunities that they would find useful in their role and development.

Service User Engagement Group

The Circles South East (CSE) Service Users Engagement Group (SUEG) started in 2019, its overall aim is to ensure the Service User voice becomes an integral part of CSE policy development, presentation and service delivery. Recognising that certain aspects of this could prove controversial the group was also tasked with anticipating and discussing concerns, developing strategies to manage any risk in an effective, proportionate way.

STAFF WELLBEING & DEVELOPMENT CONTINUED...

In this way the group recognises the value of the Service User's (SU) input, reducing the likelihood of making false assumptions and allowing for the promotion of Service User priorities.

The SUEG currently has 4 SUs, 3 of whom have finished Circles. The SUs who have completed their Circle and 1 year of attendance on SUEG are known as Delegates; there are a maximum of 4 Delegate positions at any one time. There is space for 2 further SUs from current Circles known as SUEG representatives. We currently have 2 volunteers and we will begin active recruitment to bring this to 4. The group meets every 6 weeks to consider the above questions and issues. CSE staff are represented in the group.

This year the SUEG group has been involved in document control activities, training and recruitment but the main focus has been on seeking funding to allow us to implement the changes required to enable expansion of the group according to our plan. We are keen to introduce an opportunity to progress to a sessional paid role for members of the SUEG whereby specific pieces of work (currently limited to training and promotional work) can be undertaken on behalf of the charity as paid employment at an agreed hourly sessional rate. To be considered for this role the following criteria will apply and an interview will be required:

- SUEG membership as a SUEG Delegate with regular attendance and engagement for a minimum of 1 year.
- Agreement to be involved in all aspects of SUEG evolution including the development of the SUEG progression route – in consultation with the wider SUEG and the Steering Group.
- Agreement to be actively involved in the development of and ongoing engagement with a tailored personal support package.
- Agreement to engage with training and quarterly sessional standardisation meetings as required.
- Agreement from any professionals working with SU – and agreement from SU that they will maintain an open and transparent dialogue with officers regarding any work undertaken.



"Supporting employee wellbeing should be a priority for every employer. It creates an environment where individuals can thrive and organisations can prosper"

KATJA RAITHEL, 2022

STAFF WELLBEING & DEVELOPMENT CONTINUED...

SU delegates are currently considering the following questions:

- What sort of tasks might be included? What will the interview process look like – who will be on the panel? How will we 'score' people and offer constructive feedback? How will we manage disappointment for those who may not be ready – can we link this to the development plans? What expectations will we have of our SU part-time staff – How will these staff be supervised and supported – will this be different to current part-time staff and if so how and why? Can we look at a process which utilises a buddy system with volunteers for SU part-time staff? What will training look like? What disciplinary process will we have in place – if people do need to be deselected what support will there be?

- In what ways could involvement in the above be used to enhance employment/usefulness opportunities outside of the Circles Programme?

In addition to this, we are keen to work on expanding the use of the *RocketChat* instant messaging service to enable us to use the anonymity and professional oversight offered by this innovative service to allow us to harness the value of our SU's lived experience to enhance other services. For example, we are seeking funding for our Passport to Employment mentoring service but future plans include the input from SUs who have moved through our SUEG route to employment. Funding is being sought to enable work on this as the work is complex, support needs have to be considered and put in place and as mentioned above, the work is controversial.

The SUEG Advisory Group is made up of representatives of Police and Probation partnership agencies but with recent changes to the roles and availability of participants the group is being relaunched in 2024 with an updated membership to include representatives from additional agencies. Terms of Reference have been written and will be agreed upon when the new group meets.

Circles UK have now included the introduction of Service User Engagement Groups into the Code of Practice, requiring all Circles Providers to constitute their own groups. Our work is being adopted as a template for other Circle Providers to follow.
As far as we are aware to date our work is unique and as such we would welcome the opportunity to form or be part of any forum or group considering this type of programme.

WHAT'S NEXT – CHIEF EXECUTIVE OVERVIEW

The last 12 months have been about recognising the strengths and significant achievements of the charity. We have spent considerable time reviewing and developing our infrastructure to ensure we have robust governance and effective systems and structures in place. It has, however, been a year with significant challenges with unanticipated delays and obstacles attached to contracts and funding. This has resulted in considerable additional time from Senior Management allocated to troubleshooting, revising strategic plans, targets and staffing to ensure service delivery continues to be managed effectively alongside adherence to key priorities.

Looking ahead towards the next 12 months and beyond we have identified several key priorities that the team will continue to work towards:

Strengthening the Charities Infrastructure

- Production of a new Strategic & Business Plan for the next 3 years
- Establishment of a new Finance and Strategic Trustee lead who will work closely with the Chief Executive
- Establishment of a new Strategic Sub Group to ensure a continued focus on innovation and development and accountability to our strategic aims
- Implementation of a new Business Development Manager
- Implementation of a Marketing & Communication Officer and sales and marketing strategy.

Key to achieving the above targets will be securing Capacity Building funding to support our proposed plans and we will be approaching several donors who focus on development funding for charities. We have been incredibly lucky to have the continued support of Lloyds Bank Foundation and access to their enhanced programme which is providing us with ongoing consultancy across strategic planning, protection of products, branding and marketing. In addition to this, we will be undertaking a full staff structure review of the Senior Management Team and administration resources. This is to ensure we are equipped to manage the requirements of our new contracts and the planned expansion of services into new areas of our region.

Service delivery – Probation contracts

Having commenced mobilisation of three Probation Contracts in March we are now focused on the implementation of key milestones so we are ready to commence delivery of services from June 23. We are fortunate to have retained an existing service across the Kent, Surrey and Sussex regions and only paused delivery in the South Central region with continued support from Hampshire PCC ensuring we have maintained Circles across Hampshire.

WHAT'S NEXT – CE OVERVIEW CONTINUED

This will greatly assist us in moving to set up Circles quickly and our existing relationships with Probation will contribute greatly to the success of the contract. The London region will be more challenging as we are effectively starting the project again after the closure of Circles earlier this year due to the end of our contractual obligations, we have managed to retain a healthy pool of trained volunteers who will be ready to be allocated once we start to receive new referrals for the service.

Our challenge will now be to operate Circles under the contract requirements and test the viability of the service in order to secure continued renewal of the contracts. Key to this will be the new volunteer recruitment strategy in which we will move back to active recruitment within local communities. We have the support of Circles UK who will be coordinating national recruitment advertising to support all providers of Circles. We are optimistic that we will be able to tackle the national decline in volunteering and maintain community engagement across all our services.

New Developments

Finally, we continue to focus on innovation and development of our services. We have five key areas we will focus on over the next 12 months:

- The continued development of the preventative and educational role of the charity through our Project Vigilant work. We are hopeful that the project will expand further in Thames Valley and that we will see the rollout of the service to other Police forces in our region.

- We are continuing to work with The Clink Charity to secure funding to continue delivery of the Passport to Employment Mentoring Support Service. We are also exploring the continued development of the toolkit we have designed and how it can be incorporated into a national strategy to improve opportunities for people seeking employment with sexual convictions.

- We are seeking funding to support our work with the Service User Group and explore our overall aim of peer mentoring opportunities for service users who have the potential to support others at the start of their rehabilitation and reintegration into the community.

- We are reviewing our strategy and model to support young people displaying harmful sexual behaviour and will be working to establish additional specialism within the team to take this work forward.

WHAT'S NEXT – CE OVERVIEW CONTINUED

- Finally, we will be putting significant effort into the sustainability of the Support Hub Services. This year the Hub supported 50% of the SUs who engaged with the charity. There is a continued and growing requirement for access to the partner and family programmes. The counselling service has growing demand due to the closure of provision by other providers We are seeing an increase in volunteer counsellors signing up to work with the charity so have the resources to meet the demand. The Hub has huge potential for expansion and to support the future sustainability of the charity through its income generation across training and assessment work.

We have an exciting year ahead but one with several challenges to overcome. Staff continue to work exceptionally hard with our Service Users and Volunteers within our local communities. Our volunteers continue to give their time each week and have been incredibly patient and willing to engage with all the changes as a result of the new Probation contracts. Without our volunteers, we would not be able to provide the support we do to those in need of help so it seems appropriate now to remind ourselves of what unites all of us at the charity.



TRUSTEES REPORT

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 financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Reference and Administrative Details

Company number	06490001
Charity number	1123361
Registered office	29 Broadway Didcot Oxfordshire OX11 8XD
Trustees	John L Williams (Chair to 5.11.2022, Resigned 10.1.2023) Nora Holford (Chair from 5.11.2022) Lydia Fransham Elizabeth Jones Rebecca Seaborne Mark Goldup
Key Management Personnel	Rebekah Saunders (Chief Executive) Alex Downer (Senior Manager, South Central) Ashleigh Palombo (Senior Manager, London) Chris Wilson (Senior Manager, Kent Surrey & Sussex) Dom Williams (Senior Manager, Victim Support) Sarah West (Senior Manager, Vigilant) Timothy Trimble (Finance and Administrative Manager)

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ
Independent examiner	Azets Audit Services Suites B&D Burnham Yard Beaconsfield Buckinghamshire HP9 2JH

Structure, Governance and Management

Constitution

Circles South East is a charitable company limited by guarantee with company number 06490001 and incorporated on the 31st January 2008. Circles South East was registered with the Charity Commission, registration number 1123361 on 28th March 2008. Prior to this, Circles South East was a project of the Religious Society of Friends known as HTV Circles. On 1st April 2008, the ownership and operation of HTV Circles was transferred to the charity.

The company was established under a Memorandum of Articles which established the objects and powers of the charitable company and is governed under its Articles of Association.

Board of Trustees

The directors of the company are also charity trustees and for the purpose of charity law and under the company's articles are known as members of the Management Committee.

The Board of Trustees advertises vacancies as they arise although it is always seeking to attract new skills and strengths to assist the governance of the Charity. A selection sub-group will process applications and present potential candidates to the Board for consideration and nomination for election. The Board seeks to ensure that the needs of the Charity are appropriately reflected in the diversity and experience of the Trustees.

Trustees are elected to the Board for a period of 2 years and may be recommended for re-election. One-third of the Trustees are obliged to retire by rotation at each annual general meeting and may offer themselves for re-election. The Trustees to retire by rotation shall be those who have been longest in office since their last appointment.

Induction and Training

All newly appointed Trustees receive a detailed induction and information pack to familiarise themselves with the charity and their role as a Trustee. The Board has regular Away Days to discuss future plans and objectives and discuss their role as a Trustee. Trustees are able to visit the team and liaise with the Chief Executive of the Charity to assist in their role. Training is arranged as the Board identifies specific requirements. Trustees must adhere to the Code of Conduct and be eligible for appointment as specified in the Articles of Association.

Risk Management

A Risk Register on the governance and operational activity of the charity is reviewed quarterly by the board. This ensures that the Charity has taken all reasonable precautions to reduce risk with systems in place to minimise risk and manage issues appropriately. Risk assessments are undertaken appropriately by staff on all aspects of operational activity.

Organisational Structure

Circles South East has a Management Committee of up to 15 trustees/directors who meet quarterly and are responsible for the governance and the strategic direction of the charity. The trustees are drawn from a variety of professional backgrounds relevant to the work of the charity.

There are 6 subgroups underpinning the work of the charity:

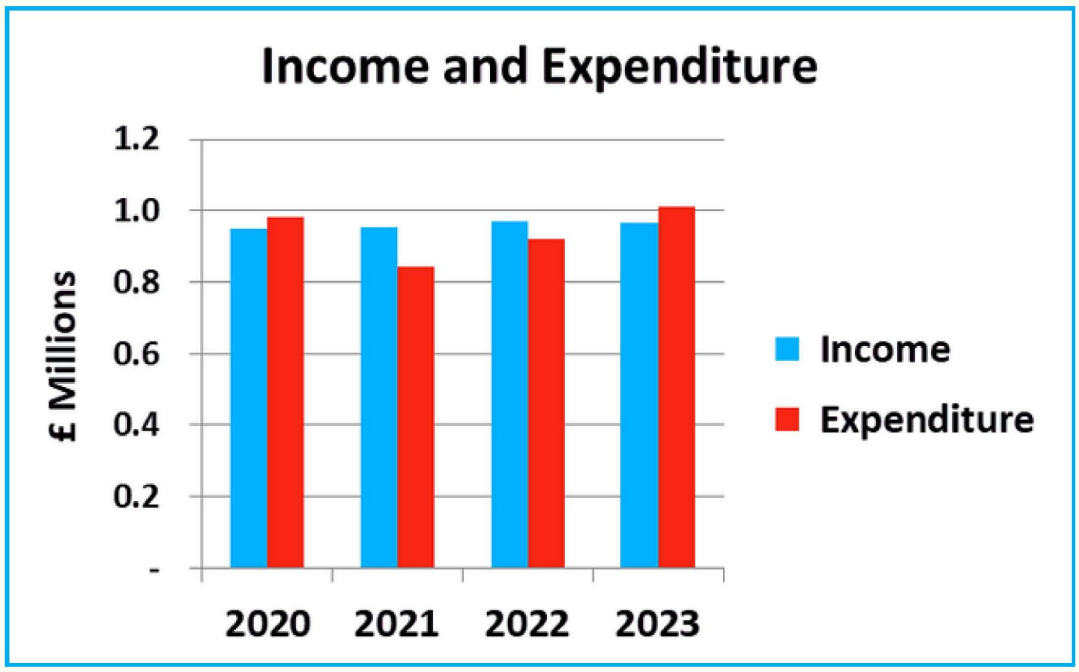
- Finance & General Purpose (including a Fundraising subsection)
- Communications
- Policies, Procedures and Human Resources
- Equality, Diversity & Inclusion
- Innovation & Development
- Volunteer and Staff Development & Wellbeing

A scheme of delegation is in place and day-to-day responsibility for the management of services, strategic development and income generation is with the Chief Executive supported by the Senior Management Team which includes a Finance & Administration Manager.

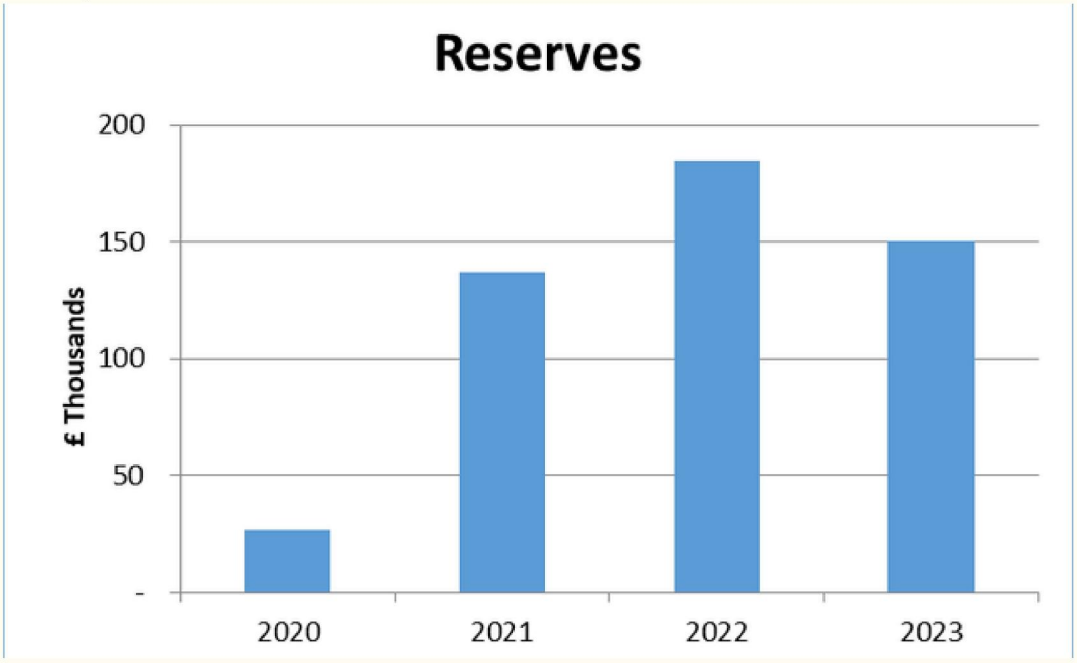
Financial Review

Financial Performance during the year

Income received during the year of £975,763 (2022: £969,174) was slightly higher than the previous year. Spending at £1,010,146 (2022: £921,721) showed an increase over the previous year. This resulted in a deficit for the year of £34,383 compared to a surplus in the previous year of £47,453.



Reserves Policy



Circles South East needs to have reserves because of the complex and short-term nature of its funding arrangements. The charity is largely dependent on institutional funders and public sector commissioners to provide the services to its beneficiaries. This funding is therefore subject to shifting policy considerations, political decision-making, and the risk inherent in constant public sector re-organisation. Each of the funding streams that the Charity relies upon may not be renewed due to these factors or may need to be renegotiated. Historically this funding has been very short-term, with guarantees provided for 12 or 24 months, and the Charity has experienced several changes in the principal commissioning arrangements for its services. In particular, the new governance and funding arrangements introduced in relation to the delivery of probation services have yet to settle down, and this creates particular financial risks for the charity. The reserves are therefore required in order to allow time for a renegotiation of the contracts to ensure the stability of service provision or to allow for the services to be run down to an appropriate level requisite with the funding available in an ordered way.

For the purposes of calculating the target level of reserves, we assume funding of around half of our projects is suddenly withdrawn. In this situation we will require sufficient reserves in place to fund an orderly closure of the affected projects and to maintain core support services at existing levels during this period and for some reasonable time afterwards. Holding reserves also ensures we maintain working capital that can fund our day-to-day operations for example when grants are received in arrears.

Based on the budget agreed for the following year we estimate the reserves requirement on this basis to be approximately £221,000. Actual reserves which are wholly unrestricted, stood at £150,101 at the end of March 2023. This represents a shortfall to the reserves requirement of £70,611. Reserves can be generated from the contract income and from fees levied for the provision of services. In order to build reserves up to the required level the Charity will transfer any surplus funds to reserves that it is free to do so, and not draw upon these during the financial year until the target level is reached unless a convincing business case can be constructed which illustrates that current investment of these funds will in the medium-term generate more funds in return and thereby improve the overall reserves position within a reasonable timeframe. Once the Reserves Requirement is reached the Charity will monitor on a quarterly basis the revised reserves target and this will be part of the quarterly report produced for the Board. The basis for setting the reserves target will be reviewed annually.

The Trustees are aware the reserves level at 31 March 2023 remains below target level have ensured the 2023-24 budget process produced a realistic budget that will result in a surplus for the charity in 2023-24 so that our reserves could be built back up again.

Approved by order of the board of trustees and signed on its behalf by:

N Holford- Chair of Trustees

19th December 2023
Date

Independent Examiner's Report to the Trustees of Circles South East

I report to the trustees on my examination of the accounts of Circles South East (the Company) for the year ended 31 March 2023 which are set out on pages 39 to 49.

Responsibilities and basis of report

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

Having satisfied myself that the accounts 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 your Charity's accounts 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 company'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 (ICAEW), which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts 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
4. the accounts 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 accounts to be reached.

Signed: Christopher Nisbet..... Date: ...20/12/2023.....

Mr C J Nisbet FCA
Azets Audit Services
Suites B&D
Burnham Yard
Beaconsfield
Buckinghamshire. HP9 2JH

CIRCLES SOUTH EAST
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

		2023			2022		
		Unrestricted funds	Restricted funds	**Total funds**	Unrestricted funds	Restricted funds	**Total funds**
	Notes						
INCOME							
Donations							
Statutory agencies		331,058	114,365	**445,423**	328,801	122,200	**451,001**
Charities		13,629	130,300	**143,929**	25,661	138,800	**164,461**
Trusts and foundations		230,621	38,629	**269,250**	221,047	61,225	**282,272**
Other donations		81	-	**81**	555	-	**555**
Income from Charitable Activities							
Partner support and intervention		84,250	-	**84,250**	54,185	-	**54,185**
Other		32,830	-	**32,830**	16,700	-	**16,700**
Total		692,469	283,294	**975,763**	646,949	322,225	**969,174**
EXPENDITURE							
Charitable Activities							
Circles		604,433	152,994	**757,427**	388,929	322,225	**711,154**
Counselling		44,931	130,300	**175,231**	138,461	-	**138,461**
Partner support and intervention		68,198	-	**68,198**	52,534	-	**52,534**
Youth		9,290	-	**9,290**	19,572	-	**19,572**
Total	3	726,852	283,294	**1,010,146**	599,496	322,225	**921,721**
Net Movement in Funds	4	(34,383)	-	**(34,383)**	47,453	-	**47,453**
RECONCILIATION OF FUNDS							
Total funds brought forward		184,484	-	**184,484**	137,031	-	**137,031**
Total funds carried forward		150,101	-	**150,101**	184,484	-	**184,484**

All recognised gains and losses are included in the statement of financial activities.
The results for the year all relate to continuing activities.
The notes form part of these financial statements.

CIRCLES SOUTH EAST
BALANCE SHEET
AT 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	7	7,290	-	**7,290**	**9,258**
CURRENT ASSETS					
Debtors	8	94,694	-	**94,694**	**71,994**
Cash at bank and in hand		91,380	-	**91,380**	**161,681**
CURRENT LIABILITIES					
Creditors amounts falling due within one year	9	43,263	-	**43,263**	**58,449**
NET CURRENT ASSETS		142,811	-	**142,811**	**175,226**
TOTAL ASSETS LESS CURRENT LIABILITIES		150,101	-	**150,101**	**184,484**
TOTAL NET ASSETS		150,101	-	**150,101**	**184,484**
THE FUNDS OF THE CHARITY	11				
Unrestricted funds				**150,101**	**184,484**
Restricted funds				-	-
TOTAL				**150,101**	**184,484**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

- 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 complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies to the small companies regime of the Companies Act 2006 and with the Financial Reporting Standard 102 SORP.

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

N Holford - Chair of Trustees

19th December 2023
Date

CIRCLES SOUTH EAST
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	General £	Restricted £	**2023 Total £**	2022 Total £
Cash flows from operating activities					
Cash generated from/ (absorbed by) operations	13	(68,781)	-	**(68,781)**	40,867
Cash Flows from Investing Activities					
(Purchase) of tangible fixed assets		(1,520)	-	**(1,520)**	(2,272)
Net Cash provided by (used in) Operating Activities		(1,520)	-	**(1,520)**	(2,272)
Increase (Decrease) in cash and cash equivalents		(70,301)	-	**(70,301)**	38,595
Cash and cash equivalents at the beginning of the year		161,681	-	**161,681**	123,087
Cash and cash equivalents at the end of the year		91,380	-	**91,380**	161,681

CIRCLES SOUTH EAST
NOTES TO THE FINANCIAL STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below;

a) Charity information

Circles South East is a private company limited by guarantee incorporated in England and Wales. The registered office is Baptist House, 129 Broadway, Didcot, Oxfordshire. OX11 8XD

b) Incoming resources

All income is 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.

c) Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Support costs are allocated to activities on the basis of time spent. Governance costs include the costs of Trustees meetings, accountancy fees and professional fees.

d) Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to profit or loss.

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

f) Financial instruments
The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets
Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities
Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

g) 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 is included in the notes to the financial statements.

h) 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.

i) Going concern
At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

j) Government grants
Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.
A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. INVESTMENT INCOME

	2023	2022
Deposit account interest	£	£
	330	-

3. ANALYSIS OF EXPENDITURE

Charitable Activities	Staff costs	Other direct costs	Support costs	**2023 Total**	2022 Total
	£	£	£	**£**	£
Circles	603,524	95,500	58,403	**757,427**	711,154
Counselling	150,603	15,017	9,611	**175,231**	138.461
Partner support and intervention	59,351	3,672	5,175	**68,198**	52,534
Youth	7,462	1,089	739	**9,290**	19,572
	820,940	115,278	73,928	**1,010,146**	921,721

ANALYSIS OF SUPPORT COSTS

	Circles	Counselling	Partner support and intervention	Youth	**2023 Total**
	£	£	£	£	£
Office Costs	51,443	8,466	4,558	651	**65,118**
Insurance	167	27	15	2	**211**
Communication and IT	4,758	783	422	60	**6,023**
Governance	2,035	335	180	26	**2,576**
	58,403	9,611	5,175	739	**73,928**

4. NET MOVEMENT OF FUNDS IS AFTER CHARGING

	2023	2022
	£	£
Independent Examiner's Fees	**2,438**	2,162
Depreciation	**3,488**	5,376

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 (2022: £Nil)

	2023	2022
	£	£
Trustees' expenses reimbursed to 1 trustee (2022: nil) for travel expenses	**63**	-

6. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	**710,491**	645,984
Social security costs	**66,809**	59,579
Contributions to a defined contribution pension scheme	**43,640**	42,616
	820,940	748,179

No employee received employment benefits (excluding pension costs) in excess of £60,000.

The key management personnel of Circles South East comprise the Trustees and the Chief Executive. The total employee benefits of the key management personnel (including pension costs) were £66,608 (2022 £65,604).

The average number of staff employed during the year was as follows:

Number of Co-ordinators	**18**	18
Number of Administration Staff	**4**	4
Number of Management Staff	**1**	1
	23	23

The average number of full-time equivalent staff employed during the year was as follows:

Number of Co-ordinators	**15**	15
Number of Administration Staff	**3**	3
Number of Management Staff	**1**	1
	19	19

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	**Total**
COST	£	£	**£**
At 1 April 2022	4,277	21,921	**26,198**
Additions	-	1,520	**1,520**
Disposals	-	(4,132)	**(4,132)**
At 31 March 2023	4,277	19,309	**23,586**
DEPRECIATION			
At 1 April 2022	3,626	13,314	**16,940**
Charge for year	100	3,338	**3,488**
Disposals	-	(4,132)	**(4,132)**
At 31 March 2023	3,726	12,570	**16,296**
NET BOOK VALUE			
At 31 March 2023	551	6,739	**7,290**
At 31 March 2022	651	8,607	**9,258**

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Grants due	**91,148**	68,840
Other debtors	**3,546**	3,154
	94,694	71,994

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£	£
Trade creditors	**20,749**	29,772
Taxation and social security	**17,298**	17,967
Other creditors	**5,216**	10,710
	43,263	58,449

10. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed:

	Equipment	Property	**2023**	2022
	£	£	**£**	£
Payable within one year	-	17,263	**17,263**	23,800
Payable one year to five years	-	23,238	**23,238**	11,900

11. MOVEMENT IN FUNDS

	At 1.4.22 £	Income £	Expenditure £	**At 31.3.23 £**
Unrestricted Funds				
General fund	175,484	117,161	142,544	**150,101**
AB Charitable Trust	-	20,000	20,000	-
AS Charitable Trust	-	25,000	25,000	-
Esmee Fairbairn	-	55,000	55,000	-
Garfield Weston	9,000	-	9,000	-
Hampshire Police	-	17,500	17,500	-
Henry Smith	-	60,000	60,000	-
Lloyds Bank Foundation	-	27,250	27,250	-
NPS London Division	-	59,611	59,611	-
NPS Kent, Surrey & Sussex	-	190,521	190,521	-
NPS South West South Central Division	-	33,426,	33,426,	-
Rayne Foundation	-	25,000	25,000	-
Surrey PCC	-	30,000	30,000	-
Tudor Trust	-	32,000	32,000	-
	184,484	692,469	726,852	**150,101**

Restricted Funds	At 1.4.22	Income	Expenditure	**At 31.3.23**
	£	£	£	**£**
Clinks Partnership	-	7,000	7,000	-
City Bridge Trust	-	25,000	25,000	-
Circles UK (Reboot)	-	6,629	6,629	-
Hampshire Community Safety Fund	-	52,500	52,500	-
Thames Valley Police	-	61,865	61,865	-
The National Lottery Community Fund	-	130,300	130,300	-
		283,294	283,294	
TOTAL FUNDS	**184,484**	975,763	1,010,146	**150,101**

Movements in funds

Unrestricted Funds

General Funds are provided for Management salaries and Support Services.
Other Undesignated Funds further the work of providing Circles and other related services such as Counselling, Assessment, Training and Partner Support.

Restricted Funds

Clinks Partnership
A grant to provide support to Clinks work at HMP Brixton.

City Bridge Trust
A grant to provide Circles activities in the London area.

Circles UK (ReBoot)
A grant to provide reboot Circles in the South East.

Hampshire Community Safety Fund
A grant to provide Circles activities in Hampshire.

Thames Valley Police
A grant to support the Police Vigilant project in the Thames Valley area.

The National Lottery Community Fund
A grant for the work of Reducing Sexual Harm Community Hub.

12. RELATED PARTY DISCLOSURES

£4,064 was paid during the year to Rebecca Seaborne (a Trustee) for consultancy services relating to operational activities. This payment is permitted by sub-clause (5) of the Memorandum of Association and the trustees have followed the procedure and observed the conditions set out in sub-clause (6) of this clause. (2022: none)

13. CASH GENERATED FROM OPERATIONS	**2023**	2022
	£	£
Surplus/ (Deficit) for the year	(34,383)	47,453
Adjustments for:		
Depreciation and impairment of tangible fixed assets	3,488	5,376
Movements in working capital:		
(Increase)/Decrease in debtors	(22,700)	(14,079)
Increase/(Decrease) in creditors	(15,186)	2,117
Cash generated from/ (absorbed by) operations	**(68,781)**	40,867

14. ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the year.



REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

CIRCLES SOUTH EAST

England & Wales - Charity number 1123361

Accounts

REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

Report of the Trustees and Financial Statements

for the year ended 31 March 2022



Circles South East

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for the Year Ended 31 March 2022

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Circles South East

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 financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Reference and Administrative Details

Company number	06490001
Charity number	1123361
Registered office	129 Broadway Didcot Oxfordshire OX11 8XD
Trustees	J L Williams (Chair) L Fransham N Holford E Jones R Seaborne M Goldup
Chief Executive	R Saunders
Bankers	HSBC Bank plc 1 Corn Market High Wycombe Bucks HP11 2AY
Independent examiner	Azets Audit Services Suites B&D Burnham Yard Beaconsfield Buckinghamshire HP9 2JH

Foreword by the Chair of Board of Trustees

This will be my final report as Chair of the Board of Trustees, as I will be standing down after ten years at the forthcoming AGM. It has been an enormous to privilege to be Chair of this exceptional organisation.

The report summarises the work of the Charity up to March 2022. We have achieved so much this year, but I would like to focus on three areas. Firstly, the advances we have made in "Service User Engagement". This is a very important part of our work. In more and more areas of our work, we have engaged "service users" to bring their lived experience to influence our way forward. I am extremely proud of the way in which the Users voice is now central to our developments.

Secondly, I want to highlight the work of our "Reducing Sexual Harm Hub". The details of the services involved are outlined in this report. The important aspect of the "Hub" means that as a Charity we can make a greater contribution to our overall Charity Objectives. The "Hub" ensures that we can be a Charity which focusses on many aspects of sexual harm.

Thirdly, how well are we doing? Circles South East was subject to a Circles UK membership review in December 2021. We achieved an extremely high score, and our performance was described as excellent.

This year like previous years partnerships have been critical to our work. I want to thank the various financial organisations, statutory bodies, charitable trusts and foundations and the Big Lottery.

We are only able to provide an "excellent" service because we have an excellent staff team. I think I have commented on the work of our Chief Exec in all my previous reports, her leadership has been exceptional. One of the reasons why the last ten years have been a joy for me is that way that the Executive and the Board have worked together. My regular informal and formal contacts with the Chief Exec have been positive and always have the best interest of the Charity at their focus.

In the last ten years I think we have made a significant contribution to Public Protection. Our geographical footprint has extended and as noted above, via the "Hub" we have expanded our services. We have only been able to do this because we have a fabulous team of staff led by an excellent Chief Exec. Our staff team are never satisfied and are always looking for ways to improve our services.

It has been an honour to Chair this organisation for the last ten years and I wish my successor every success.



John Williams

Chair Board of Trustees Circles South East

Structure, Governance and Management

Constitution
Circles South East is a charitable company limited by guarantee with company number 06490001 and incorporated on the 31st January 2008. Circles South East was registered with the Charity Commission, registration number 1123361 on 28th March 2008. Prior to this, Circles South East was a project of the Religious Society of Friends and known as HTV Circles. On 1st April 2008, the ownership and operation of HTV Circles was transferred to the charity.

The company was established under a Memorandum of Articles which established the objects and powers of the charitable company and is governed under its Articles of Association.

Board of Trustees
The directors of the company are also charity trustees and for the purpose of charity law and under the company's articles are known as members of the Management Committee.

The Board of Trustees advertises vacancies as they arise although it is always seeking to attract new skills and strengths to assist the governance of the Charity. A selection sub group will process applications and present potential candidates to the Board for consideration and nomination for election. The Board seeks to ensure that the needs of the Charity are appropriately reflected in the diversity and experience of the Trustees.

Trustees are elected to the Board for a period of 2 years and may be recommended for re-election. One third of the Trustees are obliged to retire by rotation at each annual general meeting and may offer themselves for re-election. The Trustees to retire by rotation shall be those who have been longest in office since their last appointment.

Induction and Training
All newly appointed Trustees receive a detailed induction and information pack to familiarise themselves with the charity and their role as a Trustee. The Board has regular Away Days to discuss future plans and objectives and discuss their role as a Trustee. Trustees are able to visit the team and liaise with the Chief Executive of the Charity to assist their role. Training is arranged as the Board identifies specific requirements. Trustees must adhere to the Code of Conduct and be eligible for appointment as specified in the Articles of Association.

Risk Management
A Risk Register on the governance and operational activity of the charity is reviewed quarterly by the board. This ensures that the Charity has taken all reasonable precautions to reduce risk with systems in place to minimise risk and manage issues appropriately. Risk assessments are undertaken appropriately by staff on all aspects of operational activity.

Organisational Structure
Circles South East has a Management Committee of up to 15 trustees/directors who meet quarterly and are responsible for the governance and the strategic direction of the charity. The trustees are drawn from a variety of professional backgrounds relevant to the work of the charity. There are 6 subgroups underpinning the work of the charity:

- Finance & General Purpose (including a Fundraising subsection)
- Communications
- Policies, Procedures and Human Resources
- Equality, Diversity & Inclusion
- Innovation & Development
- Volunteer and Staff Development & Wellbeing

A scheme of delegation is in place and day to day responsibility for the management of services, strategic development and income generation is with the Chief Executive supported by the Senior Management Team which includes a Finance & Administration Manager.

Our Guiding Values



Community – recognises the struggle to reintegrate those that cause serious sexual harm and enables an informed and empowered response to this.

Humanity and Care – promotes respect for the core needs of all people, healing the harm created when these rights are undermined and abused.

Inclusiveness – recognises all affected parties as offering skills and having an equal role in addressing harm and creating solutions.

Honesty – respects our right to understand and respond accountably; it enables people to be part of the solution, making it sustainable and safe.

Partnerships – Communities, survivors, offenders, agencies, and professionals all bring a range of expertise; when we collaborate and consult with them as true partners, we are greater than the sum of our parts.

Accountability – ensures ownership and achievement of goals, which empowers sustainable behaviours and is crucial for survivors, core members (CM), volunteers, colleagues and partners of Circles South East alike.

Safety – upholds and promotes the basic right to physical and emotional wellbeing for communities, individuals and colleagues.

Our Purpose

Our charity's purposes are contained in the company's memorandum of association:

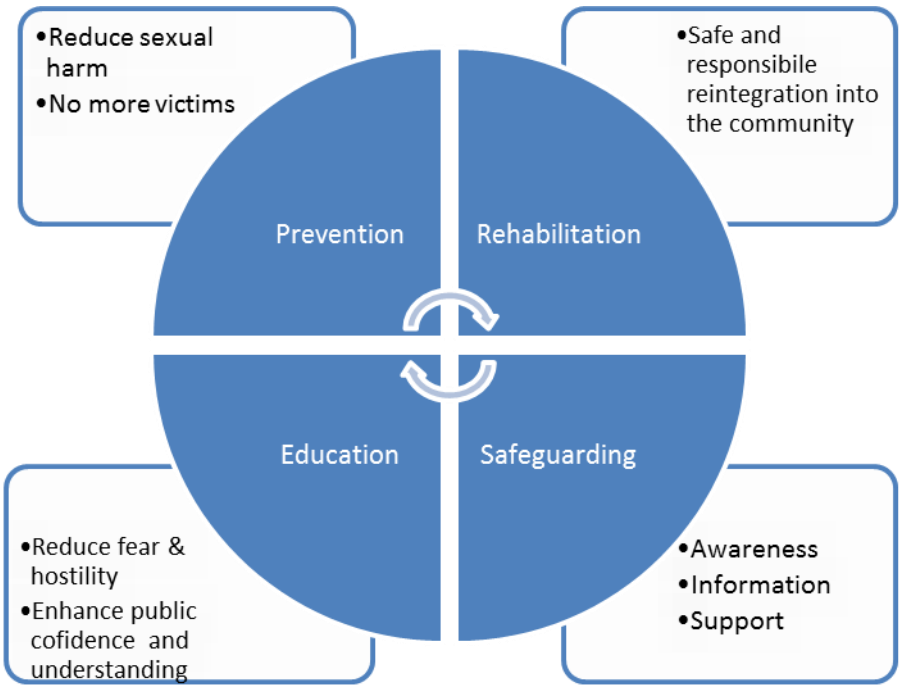
To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

Our Aims

The Board of Trustees has determined the primary aim as the prevention of sexual abuse and reduction in the number of new victims created. This is achieved through:

- A range of interventions to support both survivors and perpetrators in their recovery, rehabilitation and reintegration, recognising that each person has a unique set of personal circumstances and therefore will need a tailored response in order to progress.
- Reducing stigma and isolation and increasing victims, partners and families wellbeing through helping them cope, recover and make informed life choices
- Risk management provision undertaking assessment of those who have offended and those who may have responsibility for safeguarding.
- Awareness; education and an appetite and ability to talk about abuse, identifying appropriate and inappropriate behaviours, highlighting risk, treating all people with fairness and respect.
- Identifying motivated and committed members of the public to monitor and support persons who have committed or who are likely to commit sexual offences (the core member).

We aim to reduce the risk of further sexual abuse in the community and to support the wellbeing of those communities through prevention, rehabilitation, education and safeguarding;



1 Prevention: Circles South East Volunteers supported by professional staff (the Coordinator) offer a trusting and honest dialogue with core members offering support and guidance leading to a reduction in re-offending and creating safer communities.

2 Rehabilitation: Circles South East Volunteers supported by Coordinators provide support structures to reduce the emotional loneliness and social exclusion experienced by released offenders (core members) assisting in reintegration and helping achieve active, responsible and productive lives.

3 Education: Circles South East Volunteers assist in strengthening and empowering communities to work together in improving the understanding and reducing the fear and hostility felt by the public.

4 Safeguarding: Circles South East Volunteers and supervisory staff undertake programmes of collaboration with families of core members addressing future needs and teaching techniques of awareness to recognise symptoms of abuse and an understanding of the motivations and techniques that can be employed by potential abusers. Help for partners to develop their own support networks reducing social isolation with additional support provided by a volunteer mentor where necessary.

Ensuring our work delivers our aims

In addition to a review by Trustees of our aims, objectives and activities each year we are subject to audit every 24 months by Circles UK. Circles UK is the national umbrella body responsible for ensuring providers of circles comply with national standards on behalf of the Ministry of Justice. The review process examines the success of each key activity and the benefits they have brought to the core members and ensures our work delivers our aims, objectives and activities and remains focused on our stated purpose.

Consideration is given to all planned activities to ensure that they contribute to the aim and objectives we have set. The ongoing review process is facilitated through:

- the regular review of charity policies by the policy and compliance sub group of the Board.
- an ongoing review of formal Governance arrangements and charity documentation by the Board.
- an annual Data Protection Audit and health check to make sure that all aspects of the Charity's work, systems and structure fully complied with current recommendations.
- an annual review of and necessary amendments to volunteer recruitment, training and retention strategy is undertaken.
- regular review of the Board's effectiveness and decision-making process.
- monitoring the achievement of outcomes through the quarterly Chief Executive and Senior Management reports to the Board of Trustees.
- evaluating the effectiveness of services (current and new) through the ongoing review of measurement tools and studies undertaken.

The focus of our work

Circles South East services commenced in 2002 to specifically deliver what is now a successful reducing reoffending programme (Circles of Support and Accountability or Circles), using large numbers of committed and trained volunteers to support persons who have committed sexual offences to safely reintegrate back into the community. Out of this experience, its success, and identifying the need for creating more and different approaches to reducing sexual harm, from the perspective of victims and partners as well as the offender, Circles South East developed additional services. These include:

- Adaptation of Circles to groups of people with specific needs – i.e., for people with Intellectual Disabilities, personality disorders, women and young people (12 to 18 years old).
- Engaging with the partners and families of people who perpetrate harmful sexual behaviour to enable them to be effective in the protection of their families.
- Extending services to all those impacted by sexual harm, including survivors who can now access free counselling and/or the Thrive Support package.
- Development and delivery of training packages for other agencies dealing with the issues of sexual abuse.

The use of volunteers underpins all our services, through the use of Volunteer Counsellors, Support Mentors and Circles Volunteers. We have a strong track record, established reputation and expertise, and committed trained community volunteers. The impact of our services can be evidenced through:

- Core Members (CMs) reporting a reduction in emotional loneliness and isolation, known risk factors in predetermining sexual offending.
- Reduction in risk of sexual recidivism (Bates et al 2012).
- Reduction in minimisation and denial levels of partners and family members of sexual offenders.
- Safe structured support network for offenders that continue after end of statutory supervision.
- Reduced levels of shame and guilt for victims and partners
- Increased multi agency partnerships including active engagement of the local community.
- Increased wellbeing and self esteem for all service users.
- Evidence of increased social networks and development of appropriate relationships. CMs engaged in safe activities leading to socialisation, development of age appropriate relationships, stability and reintegration. Accessing support regarding safe accommodation, debt/finance advise, health/emotional assistance.
- Reduction in risk levels and increased ability to manage risk factors. CMs are accountable for their ongoing risk management, managing patterns of thought and behaviour that could result in their reoffending.

Circles South East are first and foremost a Public Protection Agency working with and for the community based on the principles of inclusion, restorative justice and bringing together the community to enhance public safety.

The Charity delivers a specialist resource across Oxfordshire, Berkshire and Buckinghamshire (referred to throughout as Thames Valley), Hampshire, Isle of Wight, Kent, Surrey, Sussex and London.

Staff have been trained to undertake individual service user assessments and allocate appropriate support packages, provide training and advice and to recruit, train, and manage volunteers working for the charity in the community. All volunteers working for the charity receive initial and ongoing training and are professionally supervised.

Core Activities



CIRCLES OF SUPPORT & ACCOUNTABILITY

What are Circles and how do they work?

The Circles model is a complementary approach which harnesses the strengths and resources of local people to augment the statutory management of **high risk** sexual harm causers in the community, typically following release after a lengthy prison sentence. In the Circles model the offender becomes the **'Core Member'** of an 'inner Circle' made up of 4-6 trained Volunteers. The Core Member's involvement must be **voluntary**. The Circle works towards the objective of 'No More Victims' and seeks to prevent recidivism by addressing some of the key risk-factors associated with reoffending. The Circle focuses on a person's 'positives' and 'strengths' rather than his/her 'deficits' and seeks to 'include' rather than 'exclude' him/her. The Core Member is encouraged to strive to rebuild a full and meaningful life whilst managing any ongoing and potentially risky behaviour. The Circle seeks to do this by:

- Providing a safe and structured network that continues for a prolonged period of time – 18 months
- Reducing emotional loneliness and isolation, factors which are strongly linked to repeat offending
- Assisting with the development of social and community networks
- Assisting with a range of practical and emotional issues
- Challenging pro-offending attitudes, beliefs and behaviours
- Providing additional monitoring which contributes to risk management plans and strategies

The **'inner Circle'** works with an **'outer Circle'** comprised of the referring agency and other statutory or partnership agencies and/or other professionals who have authority over the management of the Core Member. Circles, therefore, work in close partnership with Probation and the Police and link into multi-agency public protection arrangements (MAPPA). Volunteers report any concerns to the professionals who make up the 'outer Circle' which, when necessary, will take appropriate measures to prevent the Core Member from reoffending e.g. re-call. Volunteers do not do so directly, but via a Circle Coordinator whose task it is to mediate between the 'inner' and 'outer 'Circle and so directly support and supervise the Circle process. Circle Coordinators are trained professionals with a background in risk assessment and management and the issues surrounding sexual harm.

Volunteers are **rigorously screened and receive intensive training,** development and ongoing support

The Circle



Volunteer *I have been a Circle Volunteer for some years now. I am just coming to the end of my fourth Circle. I have come to realise what a valuable time it is for a Core Member to have a group of people committed to helping get them back into 'normal' life. To build confidence and to help with practical things like finding jobs or if that is difficult, then finding volunteering opportunities which will build skill sets. Of course it is not all one way. As a volunteer I have benefitted so much from seeing progress in the lives of the Core Members I have worked with, a feeling of satisfaction, of having made a difference and a solid hope that there will be no further victims. I have also appreciated the mutual support of other members of the Circles and the professionalism of our Circle Co-ordinators who do a great job.*

Monitoring of Core Members progress in Circles is achieved through:

- Measuring the reduction in risk over the life of the Circle as demonstrated by the Strength Development Review Process.
- Quarterly Strength Development Reviews carried out to include an assessment of progress in self-management, self-awareness and practical progress with core objectives
- Quarterly completion of core member wellbeing questionnaire and comparison of pre and post completion data
- Monthly analysis of Circle meeting minutes and progress reported through professional summaries
- Self-reporting form the core member at quarterly Circle reviews (attended by NPS) and through the End of Circle wellbeing questionnaires
- Inclusion of partner agencies and sharing of relevant risk and progress information

Examples of successful outcomes for core members are:

- CM has started a construction course
- CM has gained full time employment in a warehouse
- CM is volunteering at a food bank
- CM has started a university course
- CM has started a new pro-social hobby flying electric planes with a friend
- CM has joined a gardening group
- CM has joined a walking group
- CM has developed the confidence to talk to the GP about his mental health issues after speaking to the Circle
- CM has reduced his gambling and has been talking to the Circle about other more pro-social activities he can do
- CM has applied to and been accepted as a peer mentor for an NHS mental health service

Testimonial from Offender Manager

'During the review meeting in September 2021, I noticed how affirming and encouraging the volunteers were when they were working with G and how well matched they were in terms of being a similar age demographic which also helped I thought. It was evident that they had a good handle on the challenges that G was facing in terms of mustering confidence and motivation to addressing difficulties in his life.

It was apparent that through their work they had helped equip G with a great deal more confidence and crucially, resilience. This was starkly illustrated in his approach to seeking and sourcing employment. He strikes as being more equipped now in dealing with the challenges of life in my view. In summary the work of Circles has been invaluable, and it grows in importance as an extremely usual resource running alongside, supporting, and informing Probation and Police oversight'

CIRCLES ROCKETCHAT MESSAGING PLATFORM

In November 2019 Circles SE applied to Comic Relief for a Tech Vs Abuse grant to develop a messaging platform to enhance the experience of being in a Circle by extending the support available. The team consulted with service users to establish what type of support is most needed. Following extensive interviews, the stand-out message was that the most important factor in enabling people to move forward and build positive lives was having trusted relationships. All Service Users spoke warmly of their Circle volunteers' non-judgmental approach and that this was at its most effective at the weekly meeting. We set out to find a way to enable our Service Users to harness the power of these relationships at specific times of need to enable them to access the support they need at the right time to empower them to do the right thing. Volunteers are not available at all times so we wanted a flexible platform which would allow us to develop ways in which Service Users could tap into feelings of support generated by their Circle.

We worked closely with our Tech partner to develop a secure group instant messaging platform via RocketChat. RocketChat was piloted for a year with the full knowledge and approval of the professionals involved with each Service User.

Following the successful year long pilot 71% of those using the platform found it a positive addition to their Circle (with the remainder finding early tech issues prohibitive). Crucially 75% of those who said they felt closer to their Circle said that they spoke more often to their Circle. This is what we set out to prove – that the normal everyday interaction of messaging would support the creation of a supportive pro-social relationship. We are now piloting the use of RocketChat in all Circles giving all Service Users the opportunity to participate, therefore all our CMs have the potential to use this additional source of support (subject to approval from the professionals involved in managing the case). Since the roll-out, feedback has been very positive across the board from both CMs and volunteers.

CIRCLES REBOOT

This package is very much part of the Circles brand being delivered by Volunteers following the underlying principles of Circles. Circles ReBoot consists of 12 sessions, run over a 6-month period and focuses on encouraging the Core Member to recognise their strengths, whilst identifying and working towards goals for a positive and law-abiding life. They learn new skills which assist them in developing self-awareness, self-efficacy and ways of coping with the challenges of daily life. The Circles ReBoot approach is consistent with current thinking and research as to what is most likely to reduce future reoffending. The intention is to look to the future with hope, without ignoring the past.

Circles ReBoot is shorter, but more structured than a traditional Circle and has been designed specifically with CSEM in mind. The target audience are those assessed as presenting a medium or low risk of harm.

ENSO MENTORING

At the heart of Enso Mentoring is a belief that communities are key when it comes to rehabilitation and safe reintegration of those that have caused harm to others. We aim to support community members in working together to access the better, stronger parts of themselves and contribute positively to society. Through approaches which encourage acceptance, responsibility, guidance and personal development, volunteers work with individuals who are engaging with the Intensive Integrated Risk Management Service (IIRMS) – the Chiron community, to reintegrate and achieve positive goals after release from custody. Our approach values Enso Mentees as individuals and therefore the interventions offered are tailored to their specific needs. Our overall aims are to reduce the risk of further harmful behaviours by supporting Mentees to make positive steps in their lives. Each part of the model allows for genuine trusting relationships between Mentees and volunteers to be built. Our aim is to help Mentees to develop positive skills by working with other members of their communities in a safe environment, and assist them to achieve the lives they are working towards.

This Enso Mentoring model is based on the essence of Circles work – that community volunteers can help Service Users to make positive steps in their lives. Each part of the model allows for genuine trusting relationships between Service Users and volunteers to be built. Chiron Community members have regular engagement with staff members and other service users, and therefore volunteer mentoring provides a unique area of support and an opportunity to develop different types of relationships.

Our objectives are:

- Supporting Enso Mentees to engage meaningfully with the Chiron community and other professionals
- Supporting Enso Mentees to build and develop appropriate relationships
- Encouraging Enso Mentees to prioritise their health (mental and physical)
- Enabling Enso Mentees to engage in meaningful and leisure activities
- Increasing Enso Mentees' opportunities to develop new skills and interests
- Increasing Enso Mentees' self-confidence and self-management skills

ADAPTED CIRCLES MODEL

Following an internal survey we discovered that standard Circles were not working for the majority of Core Members who had a recognised Intellectual Disability (ID) and/or Autism. Many Core Members either left Circles early or continued to display sexually inappropriate behaviours. As a result a project was set up to adapt Circles specifically to meet the needs of this particular group of Core Members. This service has now been fully evaluated and is available across the South East and London. Alterations include:

- Language used in information packs
- Selection of volunteers
- Additional training for volunteers
- Length of model
- Materials used within Circles meetings (to reflect adapted treatment methods used within the Criminal Justice System and Health service)

YOUTH SERVICE

Our Young Person (YP) service was adapted from the proven Adults Circles model; a group of community volunteers, supervised and supported by an experienced Coordinator, meeting regularly with the YP to provide a supportive social network, providing practical advice and guidance, e.g., finding appropriate social activities, and affirming the need for the YP to be 'accountable' for their on-going risk management.

Following referral and assessment (Coordinator), YP's are matched with volunteers who will deliver bespoke support, with input from parents and carers, professionals (the Outer Circle) and the YP, to achieve the best outcomes, e.g., sports, community activities, and voluntary work such as helping at an animal sanctuary.

Young People respond most positively when combining 'doing something' with exploring issues that underpin their Harmful Sexual Behaviours (HSB), relying on what interests them before expanding their repertoire. Support is for a minimum of 12 months, however, this could be more or less; our service is flexible to meet individual needs.

> *'I really liked having the volunteers; I had someone I could talk too about my problems.'* **Young Person**
>
> *'It really helped. At first I didn't like the idea of having a male volunteer cos I only talk to females but Nick was ok, I could talk to him sometimes'* **Young Person**
>
> *'Thank you to the circle's volunteers for their commitment and support. It's clear that without their support this young man would not receive the support he needed. Please pass on my regards.'* **Child Protection Chair.**

CIRCLES SOUTH EAST REDUCING SEXUAL HARM HUB

The “Hub” is the name given to a collection of services provided by the Charity that while contributing to the overall Charity Objects, achieve these through distinct objectives:

- Services designed to directly enhance child protection
- Services designed specifically to resolve trauma for those directly impacted by sexual harm
- Services designed to include assistance to those indirectly impacted by sexual harm, including family and friends of survivors.
- Enhancing community understanding of sexual harm via media engagement, training, public speaking and provision of student placement facilities
- To increase community safety by providing a comprehensive risk assessment service and a consultation service for fellow professionals new to working in the field of sexual harm

BREAKING THE CYCLE

Who is this for? Potentially protective adults (non-offending partners, ex partners and other family members and carers) who engage in protecting children in a family and where there are either allegations of harmful sexual behaviour, or where there is an individual convicted of sexually harmful behaviour.

How is it delivered? Group or one-to-one format, online or in person.

Aims: the aims of Breaking The Cycle are to inform, empower and support participants.

Modules include:

- Educating participants as to the reasons why individuals sexually abuse and how sexual abuse is conducted
- Examining the role denial plays in our coming to terms with sexual abuse
- Helping participants to recognise any signs or symptoms of abuse in the children in their care
- Helping participants identify strategies, including sources of appropriate support, to increase their confidence, enhancing their ability to protect

The programme culminates in the production of a Keep Safe Plan developed by participants stating what measures they can take to protect the children in their care. Completion of Breaking the Cycle allows facilitators to comment on participants’ capacity to use the learning to protect the children in their care from potential future sexual harm. Professional assessment reports are provided on each participant upon completion of the programme.

FORGING THE LINKS

Who is this for? Families and support networks of people who have sexually harmed

How is it delivered? Delivered to all family members, including children, individually or collectively, and can commence while people are serving custodial sentences. Each family is assessed and a bespoke package is designed and delivered by Circles staff. Online and in person. Professional outcomes reports are available for all participants.

Aims: Forging the Links is a modular programme designed to enhance relationships within the families and support networks of people who have sexually harmed. Family breakdown and trauma are often cited as causal factors in sexual offending, whereas robust and trusting relationships with appropriate support networks have been proved to help prevent future abusive episodes.

Forging the Links Programmes can include:

- Restorative conversations
- Relationship skills
- Parenting skills

- Trauma and attachment-based support
- Keeping children safe (sessions include child participation)
- Working with young people within the family engaging in harmful sexual behaviour

Restorative principles underscore all the work involved in Forging the Links.

MELIORA SERVICE (FREE TO ACCESS)

Who is this for? Meliora is a support service specifically for **survivors** of sexual abuse who **have not** committed any sexual offences themselves.

How is it delivered? Tailored to individual needs

Aims: The aim of this service is reducing isolation & loneliness, building a relationship, and developing confidence and self-esteem. Our hope is that with the help of the Meliora group, the service user will re-claim more personal control and build the confidence to restore their lives. Trained volunteers provide support networks for up to a year and because all volunteers themselves are survivors of sexual abuse, the support is truly informed.

Meliora service users are then welcomed to consider volunteering themselves for the service, as we recognize that such a role can aid certain service users' recovery, while at the same time assisting others.

The service is overseen by a fully qualified therapist, and full training and supervision is provided to all volunteers.

COUNSELLING SERVICE (FREE TO ACCESS)

Who is this for? Individuals who have been impacted by sexual harm in any way.

How is it delivered? Circles South East provides long-term (up to 30 sessions) counselling to those impacted by sexual harm in any way. The sessions can be on weekly or fortnightly basis and mainly delivered online however in-person sessions can be arranged in some circumstances.

All our counsellors are volunteers who are either fully qualified, or students engaged in study on our placement scheme. All are supervised by fully qualified counselling supervisors. We consider all referrals including potential clients who self-refer.

THE CAPACITY & ABILITY TO SUPERVISE & PROTECT RISK ASSESSMENT (CASP-R)

Who is this for? Women who have a child or children in their care where there are incidents or sexual and/or domestic harm.

How is it delivered? Sessions can be completed online or in person.

Aims: Using the structured professional judgement assessment tool CASP-R, an assessment of a parent/carer's capacity and ability to protect a child or children in their care, from domestic and/or sexual abuse will be completed.

The framework covers assessment over four domains:

- Internal capacity
- Insight of harm
- Parenting capacity
- Coping capacity

This is an in-depth assessment and a comprehensive risk assessment report will be provided. The report will also identify areas of need that will impact the capacity to protect and supervise. Recommendations for further work and interventions will be made where appropriate.

RISK ASSESSMENT OF PERPETRATOR/ALLEGED PERETRATOR

Who is this for? Individuals who have a conviction for a sexual offence, individuals where sexually harmful behaviour has been identified/alleged.

How is it delivered? Sessions can take place online or in person.

Aim: Using current risk assessment tools and structured professional judgement, the risk assessment will consider both risk and protective factors, contextualising and discussing imminency of the identified risk of sexual harm alongside identifying the protective factors to be developed and/or sustained. A full Risk Assessment report will be completed and recommendations for further work and interventions will be made where appropriate.

INTERVENTION WORK WITH THE PERPETRATOR/ALLEGED PERPETRATOR

Who is this for? Individuals who have conviction for a sexual offence, individuals where sexually harmful behaviour has been identified/alleged.

How is it delivered? Sessions can take place online or in person.

Aim: A bespoke intervention tailored to the identified areas of risk and need of an individual where harmful sexual behaviour has been identified. Using a strengths-based approach sessions can address areas such as challenging abuse, condoning attitudes/distorted thinking, improving self-regulation (general and sexual), relating to others, developing appropriate emotionally intimate relationships, enhancing motivation to change and goal setting.

This work can also include the development of a Keep Safe Plan. A full Response To Intervention report is provided and recommendations for further work and interventions will be made where appropriate.

TRAINING & CONSULTANCY SERVICES

We offer training covering on a range of topics, some examples are:

- Working with people who have committed sexual offences – Level 1 and 2
- Understanding sexually abusive behaviour
- Working with denial, minimisation and blame
- Treatment methods for perpetrators of sexual abuse
- Working with women who are in relationships with men who have sexually abused
- Safeguarding children and vulnerable adults
- Working with families/carers of young people displaying harmful sexual behaviors
- Working with families of adults who have committed sexual offences

“Absolutely fascinating. Very useful for everyday practice and also for risk assessment, practical support and understanding”

We provide consultancy to a team and/or team managers where there are concerns about working in the field of sexual abuse. Consultancy can include input on organisational policy, risk management, team welfare and training needs. It can run alongside training and seminars, increasing organisations’ skills and confidence.

SERVICE USER ENGAGEMENT GROUP (SUEG)

At Circles South East we strive to be inclusive in our development and delivery of services and as part of this we recently established a SUEG. This group means that we now include the thoughts, views and ideas of people who have benefitted from our services and/or those provided by our statutory partners in all that we do. Currently the SUEG group comprises 4 SUs, 4 members of staff (minimum of 2 in attendance at each meeting) and 1 volunteer. The group is meeting at six week intervals.

Service User (SU) representatives have been recruited by Coordinators speaking with SUs who have completed a Circle or those who have contacted us and/or Circles UK enquiring about volunteering opportunities. In recruiting Service Users we have highlighted the need for them to be positive and enthusiastic individuals who have reached the stage of rehabilitation and reintegration where they are able and keen to support development of services for people at an earlier stage of their journey. All those involved will have completed an application form and supplied contact details for their Probation Officer/Police OM who will have completed a supporting reference. As we develop we are hoping to be able to offer training and qualifications to SUs who wish to progress.

Initially the group has been reviewing referral paperwork and we are in the process of piloting a new Needs and Resources form developed by the group. We are also looking at ways to involve SUs in our training, both with development and delivery. In the future, we do want to look at ways to develop and deliver appropriate and safe peer support. Despite the obvious difficulties with this, it is our belief that we should be having honest and open discussions on this subject which include both SU views and those of professionals.

PROJECT VIGILANT

In November 2021Circles South East was invited to work in partnership with Thames Valley Police on Project Vigilant. This partnership involves working alongside Thames Valley Police to compliment the work they do in detecting and deterring individuals from potential sexual crime during the night-time economy. Officers advise those they detain of services offered by Circles South East to address psychological and attitudinal features linked to such behaviour. Interventions are tailored to individuals' specific needs following an assessment by qualified practitioners and include professional counselling, volunteer mentoring, and Circles of Support and Accountability. Individuals will also have access to group work programmes and professionally delivered treatment programmes.

Since the beginning of this partnership, we have amassed a wealth of valuable learning, reflection and growth that naturally occurs during the initial set up of a new project. This has contributed to our Project Vigilant delivery model based upon what we feel is best practice. This model is outlined below.

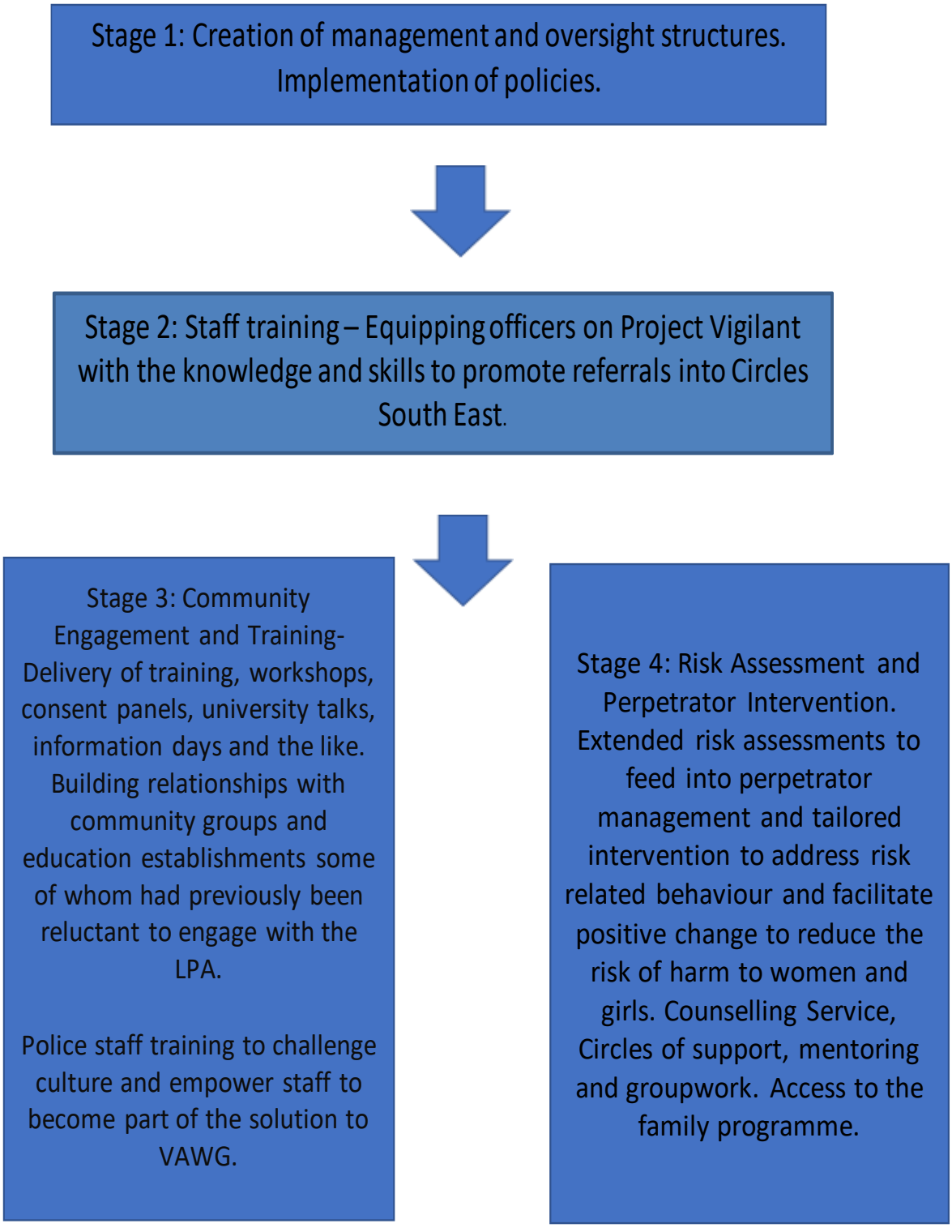
After the initial contract period from November 2021 – March 2022, we received interim funding from April 2022 – June 2022 following which our contract with TVP was renewed for a period of 9 months from July 2022 – March 2023. This partnership with Circles South East is now part of the Thames Valley Police Violence against Women and Girls strategic plan.

We have built strong relationships within the Project Vigilant Team in Thames Valley Police and continue to work alongside Local Police Areas to increase awareness of the project across the area, deliver training to officers deployed on the project and work with community groups and educational establishments to expand their understanding of the Violence Against Women and Girls strategy (VAWG) and empower them to call out attitudes, culture and behaviours linked to VAWG and to be part of a restorative solution.

We have interest in similar partnerships from other policing areas and we are currently exploring those opportunities.

Support Model

There are 4 stages to the model, the latter 2 run alongside each other.



How our activities deliver public benefit

All our activities focus on the prevention and reduction of sexual harm and improved wellbeing for the victim, the community and core members.

Circles of Support & Accountability (Circles, core delivery model) build safer communities through local volunteers working with sexual offenders to minimise alienation, support reintegration and so prevent sexual reoffending.

The activities of the charity reduce the level of fear and hostility felt by the public towards high risk sexual offenders entering local communities. The charity strengthens and empowers communities to work together, taking an active and constructive approach and increasing community cohesion.

Circles/Mentoring has a significant impact on reducing reoffending rates and risk of harm to the public.

Persons who commit sexual offences and are released into the community experience high levels of emotional loneliness and social exclusion (known risk factors) finding themselves with little support other than statutory contacts. We provide support structures through the use of trained and supervised volunteers which reduce isolation, assist offenders reintegrating appropriately into local communities, leading responsible, productive and accountable lives.

The investment made by the volunteer in their relationship with the offender has a powerful impact on their commitment to abstaining from offending and their individual wellbeing.

Volunteer Training and Development

At Circles SE we take our responsibility to our volunteers very seriously. Our active volunteers are provided with a minimum of quarterly group supervision and are encouraged to support each other through weekly debriefs. Individual supervision is available to develop skills, but also as a welfare check. We offer regular additional training such as Working with Individuals with Personality Disorders, Female Offenders or Managing Sexual Thinking. Once a year we invite volunteers to our flagship 'Towards Excellence Day', with multiple training session options on offer. We encourage our experienced volunteers to act as mentors to the newer volunteers, appointing Circles 'Ambassadors' who participate in volunteer recruitment and training.

Below is a selection of feedback given by volunteers who attended Initial Volunteer Training this year:

- 100% of volunteers who engaged with Initial Volunteer Training and gave feedback said that the training had increased their awareness of sexual offending and related issues.
- 100% of volunteers who engaged with Initial Volunteer Training and gave feedback said that the training has increased their skills and confidence

"I think that the training was really informative. The trainers and facilitators were very nice and professional, the activities were enjoyable as well as good practice."

"It was interesting and rewarding to meet and interact with a diverse range of people"

"I thought the Coordinators were brilliant at delivering the training and exploring such a delicate topic sensibly and knowledgeably."

Circle Volunteer - *" I volunteered for Circles in the hope that this work would contribute towards my continuing professional development. The initial two-day training for volunteers was intensive. It was backed up with relevant reference literature and equipped us to begin learning through experience. I gradually came to appreciate that the differences in our working backgrounds, cultures and temperaments seemed to create a balanced perspective within each circle I was part of. This process of social learning is complemented by a range of further and additional training offered via Circles by experts in the field. Supervision takes place regularly to provide a space in which conflicts or difficulties can be resolved and strategies can be agreed, enabling volunteers to work safely in partnership with Probation Services and the Police. Circles Coordinators are very experienced, skilled and supportive professionals who genuinely value their volunteers. The benefits of this work with Circles have certainly exceeded my modest expectations two years ago"*

Our Volunteer Pathway Lead is responsible for volunteer's wellbeing and development:

- Ensuring consistency across all areas of support, training and practice for volunteers
- Increasing recruitment and retention of volunteers
- Improving diversity of volunteers and reviewing recruitment strategy to address this
- Increase level of communication between charity and volunteers to increase sense that volunteers are part of the charity and not just their local project.

In October 2021 we held a 'Towards Excellence Week' (TEW) - a week focused on training and development of our volunteers. This included 16 online workshop sessions covering topics such as:

- The Service User Journey Through the Gate
- Using the Trauma Recovery Model in our Work
- The Role gender plays in Sexual Abuse
- Working with Challenging Personalities
- Child Sexual Exploitation online - How do we respond to this challenge?
- Supporting Resilience
- An Insight into Sex Offender Treatment Programmes
- Restorative Justice and Circles of Support and Accountability

In an innovative move, Circles Service Users, those part of the Service Users Engagement Group, agreed to deliver training themselves, using their own case history to illustrate the value of evaluation and the finer points of how to make this effective.

What we achieved in the year to 31 March 2022

Service Delivery & Activities

Having reviewed our volunteers database recently we have a current total of 580 trained volunteers available across the South East and London.

Over the last 12 months the charity has:

- Received 244 referrals including a small number of self-referrals
  This is a significant increase on the previous year and we are aware that there has been an increase in quality and suitability of referrals coming through as demonstrated in our recent London review.
- Undertaken 208 suitability assessments in comparison to 112 in the previous year
- We have supported a total of 210 service users across all services which remains in line with the previous year figures.
- We have seen a higher number of successful completions this year with 83 SU's utilising the maximum opportunity of support with the charity.
- At the end of March we had 98 service users engaged in services with a further 52 service users currently being allocated to support provision.

Project Example- Outcome Data for London Circles Project

In summary:

- 84% of CMs have demonstrated reduced levels of loneliness
- 14% of CMs have started volunteering
- 61% of CMs have established appropriate relationships
- 74% of CMs have demonstrated increased wellbeing
- 85% of CMs with mental health issues are better able to manage them
- 30% of CMs have entered into employment, training or education
- 100% of CMs have not reoffended within the last 6 months
- 77% of CMs have been better able to make positive life choices
- 77% of CMs have demonstrated increased pro-social behaviour
- 72% of CMs with housing issues have been able to secure appropriate accommodation
- 74% of CMs have developed positive self-management strategies

These outcome measures suggest significant improvements in Core Members' lives during their engagement with a Circle. Of particular note are the positive steps that many Core Members have made in managing their mental health, feeling less isolated and remaining offence-free. As ever, the Circle Coordinator and Volunteers have supported Core Members to achieve goals and outcomes that are important and meaningful to them.

Project Example- Outcome Data for Kent, Surrey & Sussex Circles Project

In summary:

- 70% of CMs have demonstrated reduced levels of loneliness
- 57% of CMs have established appropriate relationships
- 90% of CMs have demonstrated increased wellbeing
- 70% of CMs with mental health issues are better able to manage them
- 97% of CMs have not reoffended within the last 6 months
- 70% of CMs have been better able to make positive life choices
- 73% of CMs have demonstrated increased pro-social behavior
- 97% of CMs have secured appropriate accommodation
- 67% of CMs have developed positive self-management strategies

Learning from the Pandemic

Throughout the pandemic we implemented The Interim Mentoring Support Service which allowed us to provide immediate phone support to SU's using experienced volunteers. We have evaluated the impact of this provision across our projects. Below is an example of SU outcomes form the Surrey & Sussex:

- 100% of CMs demonstrated reduced levels of loneliness
- 100% of CMs established appropriate relationships
- 63% of CMs demonstrated increased wellbeing and management of mental health issues
- 100% of CMs did not reoffended within the last 6 months
- 88% of CMs were better able to make positive life choices
- 100% of CMs demonstrated increased pro-social behaviour

We have now developed this model into a new Priority Access Service which allows us to allocate a SU to an experienced volunteer almost immediately. Therefore, if we are undertaking an extended assessment or working with a SU with complex needs we can bring in additional support at an earlier opportunity.

CUK Membership Review

Circles South East (Circles SE) were subject to a CUK membership review in December 2021. Circles SE achieved an extremely high score of 41.5 out of 43, or 96.5% compliance (CUK requires a score of 34.4 i.e. 80% or over for membership). The CUK CEO commented that our performance was "excellent, especially within the context of COVID-19 and the unprecedented challenges around Circles provision, funding, staff, volunteer and core member wellbeing. It has been such a challenging time and your review shows that Circles SE managed to maintain high quality Circles provision throughout". Notable good practice was highlighted in the following areas specifically:

- Coordinators interviewed were professional and passionate about the work of Circles SE. They were extremely well regarded by Volunteers, Core Members and professionals from other agencies.
- We interviewed numerous members of staff and Volunteers; without exception they spoke very highly of Circles SE as an organisation with one Volunteer stating "I did not know organisations like this existed".
- Circles SE demonstrated a high level of commitment to ensure Core Members received support and a service during Covid lockdowns.
- Volunteers were appropriately vetted and trained and had a clear understanding of their role and responsibilities. Reviewers were impressed by their knowledge, skills and commitment.
- It was very evident that Circles SE is a creative and innovative organisation who look to develop new initiatives and practices consistent with their values as an organisation.
- The Service User Engagement group, underpinned by a broader Service User Involvement strategy, is an extremely positive initiative with significant potential to give a real voice, skills, confidence and other opportunities to Core Members.
- Interviews with members of the Outer Circle demonstrated that the service Circles SE provided is highly regarded and relationships with local statutory partners are positive.
- There is a strong commitment to reflection and learning within the organisation. e.g. responses to a previous Code of Practice review, Quality Assurance work and training.
- The Towards Excellence Week demonstrates a significant commitment to the ongoing training and development of Staff and Volunteers.
- The charity has significantly developed their Quality Assurance framework over recent years and feedback indicated that staff are able to influence developments to ensure they are realistic and practical.

Strategic Priorities

We have continued to work towards our identified objectives for 21-22:

- **Mission & Strategy** - Develop a new Strategic and Implementation Plan
  Focus our time and resources and provide a responsive template that the SMT and board can utilise.
- **Administration** – Technology and Information Systems
  Moving to a position where technology and information systems allow the organisation to function optimally.
- **Monitoring & Learning** – Data collection and analysis
  Need data collection and analysis systems effectively integrated into organisation's work. Facilitates tracking progress towards outcomes.
- **Communications** – Strategy, Brand and Website
  Develop clear communication strategy that provides targeted messages to priority audiences. Update website and brand.
- **Governance** – Trustee Recruitment
  Increase breadth of experience with a commitment to increase diversity across the management board.
- **Fundraising** - Sufficient Funding
  Meeting our reserves strategy and securing a cushion to allow for increased human resources investments and expansion each year.

- **Human Resources**
  Staff and volunteer diversity to remain a continued focus. This includes continued collation and review of monitoring data.
- **Executive Leadership**
  Identify a succession plan to ensure the organisation would be able to sustain itself if the CE left.

Financial Review

Financial Performance during the year

Income received during the year of £969,174 (2021: £954,154) was slightly higher than the previous year. Spending at £921,721 (2021: £843,453) showed an increase over the previous year. This resulted in a surplus for the year of £47,453 compared to the previous year of £110,701.

Reserves Policy

Circles South East needs to have reserves because of the complex and short-term nature of its funding arrangements. The charity is largely dependent on institutional funders and public sector commissioners to provide the services to its beneficiaries. This funding is therefore subject to shifting policy considerations, political decision-making, and the risk inherent in constant public sector re-organisation. Each of the funding streams that the Charity relies upon may not be renewed due to these factors or may need to be renegotiated. Historically this funding has been very short-term, with guarantees provided for 12 or 24 months, and the Charity has experienced several changes in the principal commissioning arrangements for its services. In particular the new governance and funding arrangements introduced in relation to the delivery of probation services have yet to settle down, and this creates particular financial risks for the charity. The reserves are therefore required in order to allow time for a renegotiation of the contracts to ensure stability of service provision or to allow for the services to be run down to an appropriate level requisite with the funding available in an ordered way.

For the purposes of calculating the target level of reserves we assume funding of around half of our projects is suddenly withdrawn. In this situation we will require sufficient reserves in place to fund an orderly closure of the affected projects and to maintain core support services at existing levels during this period and for some reasonable time afterwards. Holding reserves also ensures we maintain working capital that can fund our day-to-day operations for example when grants are received in arrears.

Based on the budget agreed for the following year we estimate the reserves requirement on this basis to be approximately £195,000. Actual reserves which are wholly unrestricted, stood at £184,484 at the end of March 2022. This represents a shortfall to the reserves requirement of £10,516. Reserves can be generated from the contract income and from fees levied for the provision of services. In order to build reserves up to the required level the Charity will transfer any surplus funds to reserves that it is free to do so, and not draw upon these during the financial year until the target level is reached, unless a convincing business case can be constructed which illustrates that current investment of these funds will in the medium-term generate more funds in return and thereby improve the overall reserves position within a reasonable timeframe. Once the Reserves Requirement is reached the Charity will monitor on a quarterly basis the revised reserves target and this will be part of the quarterly report produced for the Board. The basis for setting the reserves target will be reviewed annually.

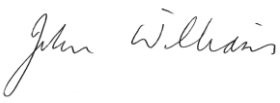
The Trustees are pleased to note that reserves improved significantly in 2021-22 and being aware the reserves level at 31 March 2022 remains below target level have ensured the 2022-23 budget process produced a realistic budget that will result in a surplus for the charity in 2022-23 so that our reserves could be built back up again.

Current Strategic Priorities

Monitoring & Learning	Data collection and analysis	Applied and secured specialist consultancy to support implementation of new volunteer database and Case Management System. Provider appointed. **Target:** Cyber Essentials Approved Provider Status To secure adequate funding to fully resource new volunteer database and new CMS.
Governance	Trustee Recruitment	Working with agency to increase recruitment of trustees with a focus on diversity across the board **Target:** Implement new recruitment pack and increase range of applications to board. Increase number of trustees and range of experience
Communication & Marketing	Strategy, brand and website	Developing a coherent Marketing/Comms strategy and brand **Target:** Secure additional funding and appoint new Business Development Manager and Comms/Marketing Officer Implement new Sales and Marketing Strategy Implement new social media strategy Implement new brand for 'Hub' support services ensuring a distinct separation from perpetrator provision.
Service Delivery	Consolidation of practice and securement of long-term contract for core service delivery	Continue to deliver core Circles provision across all regions Development of current and

		planned pilot projects Securement of existing and new partnerships **Target:** Establishment of Referral Pathways for all support provision Secure new Circle contracts following national commissioning Secure continued funding for current pilots Secure funding for planned innovation work including the SUEG and support services for women
Fundraising	Sufficient funding	Continue to secure diverse range of income for the charity **Target:** Successfully secure annual target as outlined in reserves policy Increase level of earned income from assessment and training services
Human Resources	Staff resources, policies, procedures and diversity across recruitment of volunteers	Full review of staff handbook and staff contacts and consideration of hybrid working arrangements for staff Full review and amendments to GDPR policies **Target:** Consultation with staff and implementation of revised policies and new staff contracts Implementation of revised GDPR policies

Approved by order of the board of trustees and signed on its behalf by:



22 September 2022

....

J L Williams – Chair of Trustees Date

Independent Examiner's Report to the Trustees of Circles South East

I report to the trustees on my examination of the accounts of Circles South East (the Company) for the year ended 31 March 2022 which are set out on pages 26 to 35.

Responsibilities and basis of report

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

Having satisfied myself that the accounts 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 your Charity's accounts 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 company'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 (ICAEW), which is one of the listed bodies.

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:

(1) accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

(2) the accounts do not accord with those records; or

(3) the accounts 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

(4) the accounts 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 accounts to be reached.

Christopher Nisbet

Signed: …… Date: 22/09/2022

Mr C J Nisbet FCA
Azets Audit Services
Suites B&D
Burnham Yard
Beaconsfield
Buckinghamshire
HP9 2JH

Circles South East

Statement of Financial Activities
(including Income and Expenditure Account)
for the Year Ended 31 March 2022

	Notes	Unrestricted funds	Restricted funds	**2022 Total funds**	Unrestricted funds	Restricted funds	**2021 Total funds**
INCOME							
Donations							
Statutory agencies		328,801	122,200	**451,001**	345,268	55,782	**401,050**
Charities		25,661	138,800	**164,461**	4,991	116,524	**121,514**
Trusts and foundations		221,047	61,225	**282,272**	208,888	154,730	**363,618**
Other donations		555	-	**555**	415	-	**415**
Partner support and intervention		54,185	-	**54,185**	52,305	-	**52,305**
Other		16,700	-	**16,700**	15,251	-	**15,251**
Total		646,949	322,225	**969,174**	627,118	327.036	**954,154**
EXPENDITURE							
Charitable Activities							
Circles		388,929	322,225	**711,154**	419,264	292,176	**711,440**
Counselling		138,461	-	**138,461**	2,574	34,860	**37,434**
Partner support and intervention		52,534	-	**52,534**	49,913	-	**43,624**
Youth		19,572	-	**19,572**	50,955	-	**50,955**
Total	3	599,496	322,225	**921,721**	516,417	327,036	**843,453**
Net Movement in Funds	4	47,453	-	**47,453**	110,701	-	**110,701**
RECONCILIATION OF FUNDS							
Total funds brought forward		137,031	-	**137,031**	26,330	-	**26,330**
Total funds carried forward		184,484	-	**184,484**	137,031	-	**137,031**

All recognised gains and losses are included in the statement of financial activities.
The results for the year all relate to continuing activities.
The notes form part of these financial statements.

Circles South East

Balance Sheet
At 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	**2022 Total funds £**	2021 Total funds £
FIXED ASSETS					
Tangible assets	7	9,258	-	**9,258**	**12,361**
CURRENT ASSETS					
Debtors	8	71,994	-	**71,994**	**57,915**
Cash at bank and in hand		161,681	-	**161,681**	**123,087**
		233,675	-	**233,675**	**181,002**
CURRENT LIABILITIES					
Creditors amounts falling due within one year	9	58,449	-	**58,449**	**56,332**
NET CURRENT ASSETS		175,226	-	**175,226**	**124,670**
TOTAL ASSETS LESS CURRENT LIABILITIES		184,484	-	**184,484**	**137,031**
TOTAL NET ASSETS		184,484	-	**184,484**	**137,031**
THE FUNDS OF THE CHARITY	11				
Unrestricted funds				**184,484**	**137,031**
Restricted funds				**-**	**-**
TOTAL				**184,484**	**137,031**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

- 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 complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies to the small companies regime of the Companies Act 2006 and with the Financial Reporting Standard 102 SORP.

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

John Williams 22 September 2022

..... ……

J L Williams –Chair of Trustees Date

Circles South East is a registered company number: 06490001

Circles South East

Statement of Cash Flows
For the Year Ended 31 March 2022

	Notes	General £	Restricted £	**2022 Total £**	2021 Total £
Cash flows from operating activities					
Cash generated from/ (absorbed by) operations	13	40,867	-	**40,867**	130,738
Cash Flows from Investing Activities					
(Purchase) of tangible fixed assets		(2,272)	-	**(2,272)**	(10,406)
Net Cash provided by (used in) Operating Activities		(2,272)	-	**(2,272)**	(10,406)
Increase (Decrease) in cash and cash equivalents		38,595	-	**38,595**	120,332
Cash and cash equivalents at the beginning of the year		123,087	-	**123,087**	2,755
Cash and cash equivalents at the end of the year		161,681	-	**161,681**	123,087

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below;

a) Charity information

Circles South East is a private company limited by guarantee incorporated in England and Wales. The registered office is Baptist House, 129 Broadway, Didcot, Oxfordshire. OX11 8XD

b) Incoming resources

All income is 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.

c) Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Support costs are allocated to activities on the basis of time spent. Governance costs include the costs of Trustees meetings, accountancy fees and professional fees.

d) Tangible fixed assets

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

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is credited or charged to profit or loss.

e) Taxation

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

f) Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

g) 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 is included in the notes to the financial statements.

h) 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.

i) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. In making this assessment, the trustees have considered the impacts and expected future impacts of the Covid-19 pandemic on both the charity and the environment in which it operates. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

j) Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	-	-

3. ANALYSIS OF EXPENDITURE

Charitable Activities	Staff costs	Other direct costs	Support costs	**2022 Total**	2021 Total
	£	£	£	**£**	£
Circles	583,728	70,241	57,185	**711,154**	711,440
Counselling	110,335	18,595	9,531	**138.461**	37,434
Partner support and intervention	44,516	2,886	5,132	**52,534**	43,624
Youth	9,600	8,507	1,465	**19,572**	50,955
	748,179	100,229	73,313	**921,721**	843,453

ANALYSIS OF SUPPORT COSTS

	Circles	Counselling	Partner support and intervention	Youth	**2022 Total**
	£	£	£	£	£
Office Costs	30,563	5,094	2,743	784	**39,184**
Insurance	8,884	1,481	797	228	**11,390**
Communication and IT	15,813	2,635	1,419	405	**20,272**
Governance	1,924	321	173	49	**2,467**
	57,184	9,531	5,132	1,466	**73,313**

4. NET MOVEMENT OF FUNDS IS AFTER CHARGING

	2022	2021
	£	£
Independent Examiner's Fees	**2,162**	2,020
Depreciation	**5,376**	5,389

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 (2021: £Nil)

	2022	2021
	£	£
Trustees' expenses reimbursed to nil trustees (2021: nil) for travel expenses	**-**	-

6. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	**645,984**	**627,158**
Social security costs	**59,579**	**59,413**
Contributions to a defined contribution pension scheme	**42,616**	**39,945**
	748,179	**726,516**

No employee received employment benefits (excluding pension costs) in excess of £60,000.
The key management personnel of Circles South East comprise the Trustees and the Chief Executive. The total employee benefits of the key management personnel (including pension costs) were £65,604 (2021 £64,971).

The average number of staff employed during the year was as follows:

Number of Co-ordinators	**18**	18
Number of Administration Staff	**4**	4
Number of Management Staff	**1**	1
	23	23

The average number of full-time equivalent staff employed during the year was as follows:

Number of Co-ordinators	**15**	15
Number of Administration Staff	**3**	3
Number of Management Staff	**1**	1
	19	19

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	**Total**
COST	£	£	**£**
At 1 April 2021	4,277	25,718	**29,995**
Additions	-	2,272	**2,272**
Disposals	-	6,069	**6,069**
At 31 March 2022	4,277	21,921	**26,198**
DEPRECIATION			
At 1 April 2021	3,512	14,121	**17,633**
Charge for year	114	5,262	**5,376**
Disposals	-	6,069	**6,069**
At 31 March 2022	3,626	13,314	**16,940**
NET BOOK VALUE			
At 31 March 2022	651	8,607	**9,258**
At 31 March 2021	765	11,596	**12,361**

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	**£**
Grants due	**68,840**	**55,089**
Other debtors	**3,154**	**2,826**
	71,994	**57,915**

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	**29,772**	**35,802**
Taxation and social security	**17,967**	**15,402**
Other creditors	**10,710**	**5,128**
	58,449	**56,332**

10. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed:

	Equipment	Property	**2022**	2021
	£	£	**£**	£
Payable within one year	-	23,800	**23,800**	**24,868**
Payable one year to five years	-	11,900	**11,900**	**35,700**

11. MOVEMENT IN FUNDS

	At 1.4.21	Income	Expenditure	**At 31.3.22**
	£	£	£	**£**
Unrestricted Funds				
General fund	59,931	126,910	11,357	**175,484**
AB Charitable Trust	15,000	20,000	35,000	**-**
AS Charitable Trust	10,000	-	10,000	-
Charles Hayward Foundation	-	25,000	25,000	-
Esmee Fairbairn	32,100	50,000	82,100	-
Garfield Weston	-	20,000	11,000	9,000
Hampshire Police	-	17,500	17,500	-
Henry Smith	-	30,000	30,000	**-**
Lloyds Bank Foundation	20,000	30,000	50,000	**-**
NPS London Division	-	89,408	89,408	**-**
NPS Kent, Surrey & Sussex	-	138,644	138,644	**-**
NPS South West South Central Division	-	44,487	44,487	**-**
Rayne Foundation	-	25,000	25,000	**-**
Surrey PCC	-	30,000	30,000	**-**
	137,031	646,949	599,496	**184,484**

11. MOVEMENT IN FUNDS – continued

Restricted Funds	At 1.4.21 £	Income £	Expenditure £	**At 31.3.22 £**
Clinks Partnership		6,000	6,000	**-**
City Bridge Trust	-	50,000	50,000	**-**
Circles UK (Reboot)	-	5,225	5,225	**-**
Hampshire Community Safety Fund	-	8,750	8,750	**-**
Hampshire PCC		26,250	26,250	**-**
Thames Valley PCC Community Safety Fund	-	87,200	87,200	**-**
The National Lottery Community Fund - DCMS	-	138,800	138,800	**-**
	-	322,225	322,225	**-**
TOTAL FUNDS	**137,031**	969,174	921,721	**184,484**

Unrestricted Funds

General Funds are provided for Management salaries and Support Services.
Other Undesignated Funds further the work of providing Circles and other related services such as Counselling, Assessment, Training and Partner Support.

Restricted Funds

Clinks Partnership
A grant to provide support to Clinks work at HMP Brixton.

City Bridge Trust
A grant to provide Circles activities in the London area.

Circles UK
A grant to provide reboot Circles in the South East.

Hampshire PCC Community Safety Fund
A grant to provide Circles activities in Hampshire.

Hampshire PCC
A grant to provide Circles activities in Hampshire.

Thames Valley Police
A grant to support the Police Vigilant project in the Thames Valley area.

The National Lottery Community Fund
A grant for the work of Reducing Sexual Harm Community Hub.

12. RELATED PARTY DISCLOSURES

There were no related party transactions during the year. In the previous year £2,135 was paid during the year to Rebecca Seaborne (a Trustee) for consultancy services relating to operational activities. This payment is permitted by sub-clause (5) of the Memorandum of Association and the trustees have followed the procedure and observed the conditions set out in sub-clause (6) of this clause.

13. CASH GENERATED FROM OPERATIONS

	2022 £	2021 £
Surplus/ (Deficit) for the year	47,453	110,701
Adjustments for:		
Depreciation and impairment of tangible fixed assets	5,376	5,389
Movements in working capital:		
(Increase)/Decrease in debtors	(14,079)	20,881
Increase/(Decrease) in creditors	2,117	(6,233)
Cash generated from/ (absorbed by) operations	40,867	130,738

14. ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the year.

CIRCLES SOUTH EAST

England & Wales - Charity number 1123361

Accounts

REGISTERED COMPANY NUMBER: 06490001
REGISTERED CHARITY NUMBER: 1123361

Report of the Trustees and Financial Statements

for the year ended 31 March 2021



Circles South East

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for the Year Ended 31 March 2021

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Circles South East

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 financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Reference and Administrative Details

Company number	06490001
Charity number	1123361
Registered office	129 Broadway Didcot Oxfordshire OX11 8XD
Trustees	J L Williams (Chair) L Fransham N Holford E Jones R Seaborne M Goldup
Chief Executive	R Saunders
Bankers	HSBC Bank plc 1 Corn Market High Wycombe Bucks HP11 2AY
Independent examiner	Azets Audit Services The Mill House Boundary Road Loudwater High Wycombe Bucks. HP10 9QN

Foreword by the Chair of Board of Trustees

It is again my privilege for the ninth time as Chair of the Board of Trustees to present the annual report for Circles South East. The report summarises the work of the Charity up to 31st March 2021.

The year covered by this report has been probably the most difficult and complex year for the Charity. Like the rest of the country the Charity has been affected by the pandemic. Our primary aim is "the prevention of sexual abuse and reduction in the number of new victims created". This is achieved by well trained and motivated volunteers working under the supervision of our staff. Up to March 2021 virtually all our work/interventions and training was delivered face to face. Under the guidance of our Chief Executive and Senior Management Team (SMT) the Charity has had to adapt and develop our service to meet the requirements of the restrictions imposed as a result of the pandemic. I am extremely proud to be able to say that the Charity has continued to support all our service users and at no point have we had to close or reduce our service. The report goes into more detail about how we achieved this. In addition, we continued to train volunteers, again details are in the body of the report.

It is also important to note that we have received considerable support from a number of our funding bodies. This has helped us to make the changes to our service model and has allowed us to provide additional support to our staff during this extremely stressful time.

The second national/international issue which has had an impact on our Charity this year was the murder of George Floyd and the Black Lives Matter Movement. Our staff rightly wanted to ensure that the Charity was aware of the issues raised by the Black Lives Matter Movement. This led the Board to have a lengthy discussion resulting in a commitment that we would continue to work on diversity and inclusiveness across every aspect of the Charity and that we would challenge our selves to reduce any unintended discrimination. We have also set up an "Equality, Diversity and Inclusion Working Group" chaired by one of our trustees.

The third significant issue I would like to highlight is the way we are ensuring users have a stronger voice in the running of the charity. To this end we have set up a "Service User Engagement Group" which has user, staff, volunteer and trustee membership. Again this is described in more detail in the body of the report. In the past the Annual Report has contained important statements from volunteers, I am pleased to say that this year the Users' voice is also heard.

Finally I would on behalf of the Board want to stress how very important our partners are to us. This includes financial support from statutory bodies, charitable trusts and foundations and the Big Lottery.

This year I want to give a special thanks to all our staff and volunteers who have worked so hard to overcome the constraints imposed as result of the pandemic. Finally, the Board is enormously grateful to our Chief Executive for that way in which she has successfully guided the charity through a year like no other.

John Williams

Chair Board of Trustees Circles South East

Structure, Governance and Management

Constitution
Circles South East is a charitable company limited by guarantee with company number 06490001 and incorporated on the 31st January 2008. Circles South East was registered with the Charity Commission, registration number 1123361 on 28th March 2008. Prior to this, Circles South East was a project of the Religious Society of Friends and known as HTV Circles. On 1st April 2008, the ownership and operation of HTV Circles was transferred to the charity.

The company was established under a Memorandum of Articles which established the objects and powers of the charitable company and is governed under its Articles of Association.

Board of Trustees
The directors of the company are also charity trustees and for the purpose of charity law and under the company's articles are known as members of the Management Committee.

The Board of Trustees advertises vacancies as they arise although it is always seeking to attract new skills and strengths to assist the governance of the Charity. A selection sub group will process applications and present potential candidates to the Board for consideration and nomination for election. The Board seeks to ensure that the needs of the Charity are appropriately reflected in the diversity and experience of the Trustees.

Trustees are elected to the Board for a period of 2 years and may be recommended for re-election. One third of the Trustees are obliged to retire by rotation at each annual general meeting and may offer themselves for re-election. The Trustees to retire by rotation shall be those who have been longest in office since their last appointment.

Induction and Training
All newly appointed Trustees receive a detailed induction and information pack to familiarise themselves with the charity and their role as a Trustee. The Board has regular Away Days to discuss future plans and objectives and discuss their role as a Trustee. Trustees are able to visit the team and liaise with the Chief Executive of the Charity to assist their role. Training is arranged as the Board identifies specific requirements. Trustees must adhere to the Code of Conduct and be eligible for appointment as specified in the Articles of Association.

Risk Management
A Risk Register on the governance and operational activity of the charity is reviewed quarterly by the board. This ensures that the Charity has taken all reasonable precautions to reduce risk with systems in place to minimise risk and manage issues appropriately. Risk assessments are undertaken appropriately by staff on all aspects of operational activity.

Organisational Structure
Circles South East has a Management Committee of up to 15 trustees/directors who meet quarterly and are responsible for the governance and the strategic direction of the charity. The trustees are drawn from a variety of professional backgrounds relevant to the work of the charity. There are 6 subgroups underpinning the work of the charity:

- Finance & General Purpose (including a Fundraising subsection)
- Communications
- Policies, Procedures and Human Resources
- Equality, Diversity & Inclusion
- Innovation & Development
- Volunteer and Staff Development & Wellbeing

A scheme of delegation is in place and day to day responsibility for the management of services, strategic development and income generation is with the Chief Executive supported by the Senior Management Team which includes a Finance & Administration Manager.

Our Guiding Values



Community – recognises the struggle to reintegrate those that cause serious sexual harm, and enables an informed and empowered response to this.

Humanity and Care – promotes respect for the core needs of all people, healing the harm created when these rights are undermined and abused.

Inclusiveness – recognises all affected parties as offering skills and having an equal role in addressing harm and creating solutions.

Honesty – respects our right to understand and respond accountably; it enables people to be part of the solution, making it sustainable and safe.

Partnerships – Communities, survivors, offenders, agencies and professionals all bring a range of expertise; when we collaborate and consult with them as true partners, we are greater than the sum of our parts.

Accountability – ensures ownership and achievement of goals, which empowers sustainable behaviours and is crucial for survivors, core members (CM), volunteers, colleagues and partners of Circles South East alike.

Safety – upholds and promotes the basic right to physical and emotional wellbeing for communities, individuals and colleagues.

Our Purpose

Our charity's purposes are contained in the company's memorandum of association:

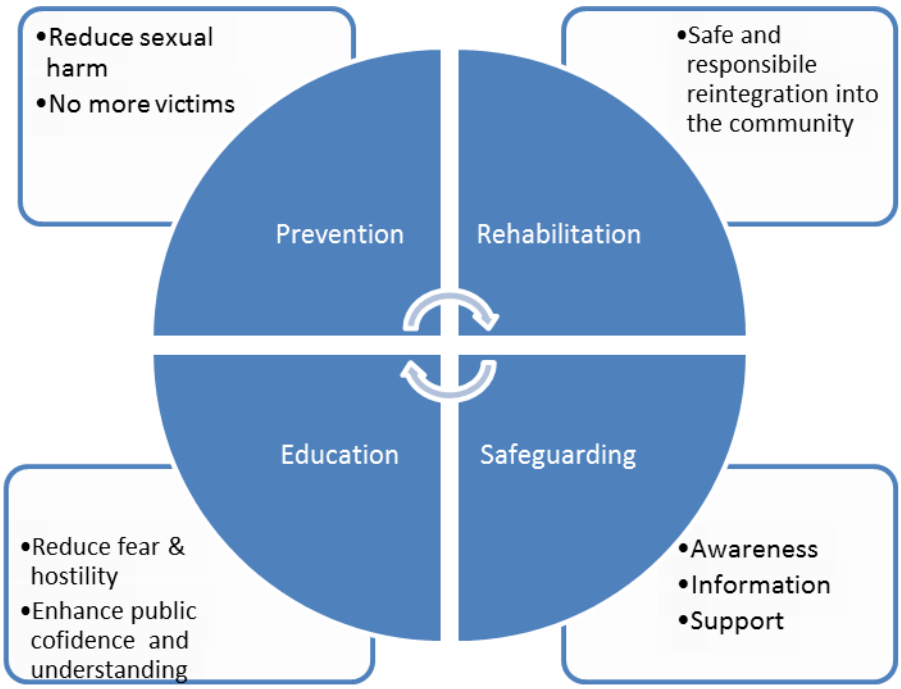
To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

Our Aims

The Board of Trustees has determined the primary aim as: the prevention of sexual abuse and reduction in the number of new victims created. This is achieved through:

- A range of interventions to support both survivors and perpetrators in their recovery, rehabilitation and reintegration, recognising that each person has a unique set of personal circumstances and therefore will need a tailored response in order to progress.
- Reducing stigma and isolation and increasing victims, partners and families wellbeing through helping them cope, recover and make informed life choices
- Risk management provision undertaking assessment of those who have offended and those who may have responsibility for safeguarding.
- Awareness; education and an appetite and ability to talk about abuse, identifying appropriate and inappropriate behaviours, highlighting risk, treating all people with fairness and respect.
- Identifying motivated and committed members of the public to monitor and support persons who have committed or who are likely to commit sexual offences (the core member) .

We aim to reduce the risk of further sexual abuse in the community and to support the wellbeing of those communities through prevention, rehabilitation, education and safeguarding;



1 Prevention: Circles South East Volunteers supported by professional staff (the Coordinator) offer a trusting and honest dialogue with core members offering support and guidance leading to a reduction in re-offending and creating safer communities.

2 Rehabilitation: Circles South East Volunteers supported by Coordinators provide support structures to reduce the emotional loneliness and social exclusion experienced by released offenders (core members) assisting in reintegration and helping achieve active, responsible and productive lives.

3 Education: Circles South East Volunteers assist in strengthening and empowering communities to work together in improving the understanding and reducing the fear and hostility felt by the public.

4 Safeguarding: Circles South East Volunteers and supervisory staff undertake programmes of collaboration with families of core members addressing future needs and teaching techniques of awareness to recognise symptoms of abuse and an understanding of the motivations and techniques that can be employed by potential abusers. Help for partners to develop their own support networks reducing social isolation with additional support provided by a volunteer mentor where necessary.

Ensuring our work delivers our aims

In addition to a review by Trustees of our aims, objectives and activities each year we are subject to audit every 24 months by Circles UK. Circles UK is the national umbrella body responsible for ensuring providers of circles comply with national standards on behalf of the Ministry of Justice. The review process examines the success of each key activity and the benefits they have brought to the core members and ensures our work delivers our aims, objectives and activities and remains focused on our stated purpose.

Consideration is given to all planned activities to ensure that they contribute to the aim and objectives we have set. The ongoing review process is facilitated through:

- the regular review of charity policies by the policy and compliance sub group of the Board.
- an ongoing review of formal Governance arrangements and charity documentation by the Board.
- an annual Data Protection Audit and health check to make sure that all aspects of the Charity's work, systems and structure fully complied with current recommendations.
- an annual review of and necessary amendments to volunteer recruitment, training and retention strategy is undertaken.
- regular review of the Board's effectiveness and decision making process.
- monitoring the achievement of outcomes through the quarterly Chief Executive and Senior Management reports to the Board of Trustees.
- evaluating the effectiveness of services (current and new) through the ongoing review of measurement tools and studies undertaken.

The focus of our work

Circles South East services commenced in 2002 to specifically deliver what is now a successful reducing reoffending programme (Circles of Support and Accountability or Circles), using large numbers of committed and trained volunteers to support persons who have committed sexual offences to safely reintegrate back into the community. Out of this experience, its success, and identifying the need for creating more and different approaches to reducing sexual harm, from the perspective of victims and partners as well as the offender, Circles South East has developed a number of new services. These include:

- Adaptation of Circles to groups of people with specific needs – i.e. for people with Intellectual Disabilities, personality disorders, women and young people (12 to 18 years old).
- Engaging with the partners and families of people who perpetrate harmful sexual behaviour to enable them to be effective in the protection of their families.
- Extending services to all those impacted by sexual harm, including survivors who can now access free counselling and/or Thrive Support package.
- Development and delivery of training packages for other agencies dealing with the issues of sexual abuse.

The use of volunteers underpins all of our services, through the use of Volunteer Counsellors, Support Mentors and Circles Volunteers. We have a strong track record, established reputation and expertise, and committed trained community volunteers. The impact of our services can be evidenced through:

- Core Members reporting a reduction in emotional loneliness and isolation, known risk factors in predetermining sexual offending.
- Reduction in risk of sexual recidivism (Bates et al 2012).
- Reduction in minimisation and denial levels of partners and family members of sexual offenders.
- Safe structured support network for offenders that continue after end of statutory supervision.
- Reduced levels of shame and guilt for victims and partners
- Increased multi agency partnerships including active engagement of the local community .
- Increased wellbeing and self esteem for all service users.
- Evidence of increased social networks and development of appropriate relationships. CMs engaged in safe activities leading to socialisation, development of age appropriate relationships, stability and reintegration. Accessing support regarding safe accommodation, debt/finance advise, health/emotional assistance.
- Reduction in risk levels and increased ability to manage risk factors. CMs are accountable for their ongoing risk management, managing patterns of thought and behaviour that could result in their reoffending.

Circles South East are first and foremost a Public Protection Agency working with and for the community based on the principles of inclusion, restorative justice and bringing together the community to enhance public safety.

The Charity delivers a specialist resource across Oxfordshire, Berkshire and Buckinghamshire (referred to throughout as Thames Valley), Hampshire, Isle of Wight, Kent, Surrey, Sussex and London.

Staff have been trained to undertake individual service user assessments and allocate appropriate support packages, provide training and advice and to recruit, train, and manage volunteers working for the charity in the community. All volunteers working for the charity receive initial and ongoing training and are professionally supervised.

Core Activities



Circles of Support & Accountability

What are Circles and how do they work

The Circles model is a complementary approach which harnesses the strengths and resources of local people to augment the statutory management of **high risk** sexual harm causers in the community, typically following release after a lengthy prison sentence. In the Circles model the offender becomes the **'Core Member'** of an 'inner Circle' made up of 4-6 trained Volunteers. The Core Member's involvement must be **voluntary**. The Circle works towards the objective of 'No More Victims' and seeks to prevent recidivism by addressing some of the key risk-factors associated with reoffending. The Circle focuses on a person's 'positives' and 'strengths' rather than his/her 'deficits' and seeks to 'include' rather than 'exclude' him/her. The Core Member is encouraged to strive to rebuild a full and meaningful life whilst managing any ongoing and potentially risky behaviour. The Circle seeks to do this by:

Providing a safe and structured network that continues for a prolonged period of time – 18 months;
Reducing emotional loneliness and isolation, factors which are strongly linked to repeat offending;
Assisting with the development of social and community networks;
Assisting with a range of practical and emotional issues;
Challenging pro-offending attitudes, beliefs and behaviours;
Providing additional monitoring which contributes to risk management plans and strategies.

The **'inner Circle'** works with an **'outer Circle'** comprised of the referring agency and other statutory or partnership agencies and/or other professionals who have authority over the management of the Core Member. Circles, therefore, work in close partnership with Probation and the Police and link into multi-agency public protection arrangements (MAPPA). Volunteers report any concerns to the professionals who make up the 'outer Circle' which, when necessary, will take appropriate measures to prevent the Core Member from reoffending e.g. re-call. Volunteers do not do so directly, but via a Circle Coordinator whose task it is to mediate between the 'inner' and 'outer 'Circle and so directly support and supervise the Circle process. Circle Coordinators are trained professionals with a background in risk assessment and management and the issues surrounding sexual harm.

Volunteers are **rigorously screened and receive intensive training,** development and ongoing support

The Circle



Volunteer - *I have been a Circle Volunteer for some years now. I am just coming to the end of my fourth Circle. I have come to realise what a valuable time it is for a Core Member to have a group of people committed to helping get them back into 'normal' life. To build confidence and to help with practical things like finding jobs or if that is difficult, then finding volunteering opportunities which will build skill sets. Of course it is not all one way. As a volunteer I have benefitted so much from seeing progress in the lives of the Core Members I have worked with, a feeling of satisfaction, of having made a difference and a solid hope that there will be no further victims. I have also appreciated the mutual support of other members of the Circles and the professionalism of our Circle Co-ordinators who do a great job.*

The Circle - The core member's primary goals for the Circle included becoming more trusting of others, becoming less fearful of forming relationships and increasing his confidence. At the commencement of the Circle he reported feeling socially isolated, and when not working had little to do with his time and very few people to spend time with. By the end of the Circle CM was visibly happier, more positive and far more confident. His social network had increased. He had re connected with friends, formed a team and begun attending a regular quiz night. He also reported reconnecting with some old friends from university. He reported significantly reduced levels of isolation by the end of the Circle. He stated in the End of Circle Questionnaire that he felt 'more alive' and more of a 'people person'. He described himself as 'more trusting' and 'more confident about the future and life in general.' Throughout the Circle CM's relationship with work colleagues had also improved and he presented as far more positive about his job. CM had also begun swimming regularly, something the volunteers had encouraged him to pursue throughout the Circle. CM began attending the cinema more frequently and going hiking. By the closure of the Circle he presented as more optimistic about the possibility of having a relationship in the future, and less anxious and fearful about the impact of his conviction on this.

Enso Mentoring & Paired Mentoring

At the heart of Enso Mentoring is a belief that communities are key when it comes to rehabilitation and safe reintegration of those that have caused harm to others. We aim to support community members in working together to access the better, stronger parts of themselves and contribute positively to society. Through approaches which encourage acceptance, responsibility, guidance and personal development, volunteers work with individuals who are engaging with the Intensive Integrated Risk Management Service (IIRMS) – the Chiron community, to reintegrate and achieve positive goals after release from custody. Our approach values Enso Mentees as individuals and therefore the interventions offered are tailored to their specific needs. Our overall aims are to reduce the risk of further harmful behaviours by supporting Mentees to make positive steps in their lives. Each part of the model allows for genuine trusting relationships between Mentees and volunteers to be built. Our aim is to help Mentees to develop positive skills by working with other members of their communities in a safe environment, and assist them to achieve the lives they are working towards.

This Enso Mentoring model is based on the essence of Circles work – that community volunteers can help Service Users to make positive steps in their lives. Each part of the model allows for genuine trusting relationships between Service Users and volunteers to be built. Chiron Community members have regular engagement with staff members and other service users, and therefore volunteer mentoring provides a unique area of support and an opportunity to develop different types of relationships.
Our objectives are:

- Supporting Enso Mentees to engage meaningfully with the Chiron community and other professionals
- Supporting Enso Mentees to build and develop appropriate relationships
- Encouraging Enso Mentees to prioritise their health (mental and physical)
- Enabling Enso Mentees to engage in meaningful and leisure activities
- Increasing Enso Mentees' opportunities to develop new skills and interests
- Increasing Enso Mentees' self-confidence and self-management skills

Counselling Service

Circles South East has recruited and trained a cohort of counsellors who offer their services free of charge. We take referrals for:

- Perpetrators of sexual abuse whose unresolved trauma is linked to their offending behaviour
- Survivors of sexual abuse
- Non-offending partners of sexual abusers
- Young people engaged in harmful sexual behaviours.

Counsellors are fully qualified with at least 100 hours of clinically supervised hours of counselling completed. Circles South East is an organizational member of British Association for Counselling and Psychotherapy.

Adapted Circles Programme

Following an internal survey we discovered that standard Circles were not working for the majority of Core Members who had a recognised Intellectual Disability (ID) and/or Autism. Many Core Members either left Circles early or continued to display sexually inappropriate behaviours. As a result a project was set up to adapt Circles specifically to meet the needs of this particular group of Core Members. This service has now been fully evaluated and is available across the South East and London. Alterations include:

- Language used in information packs
- Selection of volunteers
- Additional training for volunteers
- Length of model
- Materials used within Circles meetings (to reflect adapted treatment methods used within the Criminal Justice System and Health service)

Youth Service

Our Young Person (YP) service was adapted from the proven Adults Circles model; a group of community volunteers, supervised and supported by an experienced Coordinator, meeting regularly with the YP to provide a supportive social network, providing practical advice and guidance, e.g. finding appropriate social activities, and affirming the need for the YP to be 'accountable' for their on-going risk management.

Following referral and assessment (Coordinator), YP's are matched with volunteers who will deliver bespoke support, with input from parents and carers, professionals (the Outer Circle) and the YP, to achieve the best outcomes, e.g. sports, community activities, and voluntary work such as helping at an animal sanctuary.

Young People respond most positively when combining 'doing something' with exploring issues that underpin their Harmful Sexual Behaviours (HSB), relying on what interests them before expanding their repertoire. Support is for a minimum of 12 months, however, this could be more or less; our service is flexible to meet individual needs.

'I really liked having the volunteers; I had someone I could talk too about my problems.' **Young Person**

'It really helped. At first I didn't like the idea of having a male volunteer cos I only talk to females but Nick was ok, I could talk to him sometimes' **Young Person**

'Thank you to the circles volunteers for their commitment and support. It's clear that without their support this young man would not receive the support he needed. Please pass on my regards.' **Child Protection Chair.**

Assessment Services

We provide full assessments on the following:

- Risk assessments concerning men who have sexually abused
- Women's ability to protect their children from partners or ex-partners who have sexually abused
- Risk assessments concerning young people displaying harmful sexual behaviours.
- Family Assessments

Training and Consultancy

We offer training covering on a range of topics, some examples are:

- Working with people who have committed sexual offences – Level 1 and 2
- Understanding sexually abusive behaviour
- Working with denial, minimisation and blame
- Treatment methods for perpetrators of sexual abuse
- Working with women who are in relationships with men who have sexually abused
- Safeguarding children and vulnerable adults
- Working with families/carers of young people displaying harmful sexual behaviors
- Working with families of adults who have committed sexual offences

"Absolutely fascinating. Very useful for everyday practice and also for risk assessment, practical support and understanding"

We provide consultancy to team and/or team managers where there are concerns about working in the field of sexual abuse. Consultancy can include input on organisational policy, risk management, team welfare and training needs. It can run alongside training and seminars, increasing organisations' skills and confidence.

Partner Support and Intervention

'Breaking the Cycle' is a programme for the non-offending partners of men who have been accused or convicted of sexual offences committed against children. The programme is delivered in both group and one-to-one formats to provide flexibility to service users. The intervention has been designed specifically to complement and support the statutory child protection process with its primary aim being to enhance and assess the protective abilities of participants.

The programme is based on 3 Key Principles:

Inform – To share with participants information relating to professional understanding of child sexual abuse and to help them begin to relate that information to their own particular circumstances.

Empower – To facilitate participants ability to contextualise their (ex)partners' offending behaviour thereby ensuring that any future decisions they may make relating to their relationship and / or their children's relationship with the offender, is an informed decision.

Support – To decrease the isolation felt by participants and to identify and facilitate support networks in order to strengthen the individual's ability to protect.

Partner Testimony - *'My experience with Circles South East has been very positive. Up until I was introduced to Circles I felt very isolated and alone with no support. Working with circles I have worked hard, learnt a lot and now feel I have the tools and confidence to deal with the situation. Circles have supported me throughout and have provided a mentor, who has proven to be great help both emotionally and practically. With Circles and my mentor I feel I can approach them about any issues and they will provide good sound advice and help where ever they can. At last I have someone who listens to me and works with me.'*

Counselling and Support Services for Survivors

We provide counselling free to anyone affected by sexual abuse and sexual violence. All potential service users are assessed by staff as to requiring counselling to assist their ability to cope and recover and live safe and independently within the community. Our counsellors are qualified and experienced and work individually with Survivors, non-offending family members as well as perpetrators. We are organisational members of the BACP, and take referrals from organisations such as Victim Support, Childrens' and Social Services, Rape Crisis, Probation and Victim Liaison Units, GP Surgeries etc. as well as from potential clients themselves. Our counsellors work with a range of issues in order to increase clients' autonomy and ability to lead healthy and socially accepted lives.

Service users accessing the counselling service for survivors of sexual abuse report the following are improved:

- perceptions of self
- relationships to others
- philosophy of life
- sense of value
- sense of autonomy and choice

Family Support and Intervention

An early lesson to the Youth Programme was that families of young people engaging in harmful sexual behaviours in many cases also require professional input. Families can find the process of disclosure of such behaviours, and the resulting professional and personal interest in their lives intrusive and traumatic. As such when working with the young people, we have found ourselves also working with family members who are in a state of shock themselves.

Consequently Circles South East has developed a programme of work, 'Restoring the Balance', for such families. Families, and in particular parents, carers and siblings, bear the brunt of the consequences of such behaviours, often in the glare of hostile public opinion. Similarly families are often left to absorb not only the behaviour itself, but the aftermath in terms of statutory interventions and various sanctions. The underpinning principles of the programme are to educate families about harmful sexual behaviour, to support in dealing with the aftermath of disclosure, and to empower families to protect other family members and the community from such behaviour.

We have recently developed the new 'Forging the Link', programme designed to support families of adults who have committed or who are likely to commit sexual offences. We are also in the position to licence and deliver a train the trainer programme for agencies requiring this service.

Service User Engagement Group (SUEG)

At Circles South East we strive to be inclusive in our development and delivery of services and as part of this we recently established a SUEG. This group means that we now include the thoughts, views and ideas of people who have benefitted from our services and/or those provided by our statutory partners in all that we do. Currently the SUEG group comprises 4 SUs, 4 members of staff (minimum of 2 in attendance at each meeting) and 1 volunteer. The group is meeting at six week intervals.

Service User (SU) representatives have been recruited by Coordinators speaking with SUs who have completed a Circle or those who have contacted us and/or Circles UK enquiring about volunteering opportunities. In recruiting Service Users we have highlighted the need for them to be positive and enthusiastic individuals who have reached the stage of rehabilitation and reintegration where they are able and keen to support development of services for people at an earlier stage of their journey. All those involved will have completed an application form and supplied contact details for their Probation Officer/Police OM who will have completed a supporting reference. As we develop we are hoping to be able to offer training and qualifications to SUs who wish to progress.

Initially the group has been reviewing referral paperwork and we are in the process of piloting a new Needs and Resources form developed by the group. We are also looking at ways to involve SUs in our training, both with development and delivery. In the future, we do want to look at ways to develop and deliver appropriate and safe peer support. Despite the obvious difficulties with this, it is our belief that we should be having honest and open discussions on this subject which include both SU views and those of professionals.

How our activities deliver public benefit

All our activities focus on the prevention and reduction of sexual harm and improved wellbeing for the victim, the community and core members.

Circles of Support & Accountability (Circles, core delivery model) build safer communities through local volunteers working with sexual offenders to minimise alienation, support reintegration and so prevent sexual reoffending.

The activities of the charity reduce the level of fear and hostility felt by the public towards high risk sexual offenders entering local communities. The charity strengthens and empowers communities to work together, taking an active and constructive approach and increasing community cohesion.

Circles/Mentoring has a significant impact on reducing reoffending rates and risk of harm to the public.

Persons who commit sexual offences and are released into the community experience high levels of emotional loneliness and social exclusion (known risk factors) finding themselves with little support other than statutory contacts. We provide support structures through the use of trained and supervised volunteers which reduce isolation, assist offenders reintegrating appropriately into local communities, leading responsible, productive and accountable lives.

The investment made by the volunteer in their relationship with the offender has a powerful impact on their commitment to abstaining from offending and their individual wellbeing.

Volunteer Training and Development

At Circles SE we take our responsibility to our volunteers very seriously. Our active volunteers are provided with a minimum of quarterly group supervision and are encouraged to support each other through weekly debriefs. Individual supervision is available to develop skills, but also as a welfare check. We offer regular additional training such as Working with Individuals with Personality Disorders, Female Offenders or Managing Sexual Thinking. Once a year we invite volunteers to our flagship ‘Towards Excellence Day’, with 6 training session options on offer. We are in the process of developing an annual ‘Mini Ted’ to allow volunteers to access local training opportunities across the region and we are exploring the opportunities offered by technology such as online training courses. Our volunteers are invited to undertake a recognised National Open College Network Qualification, which they can complete free of charge. We encourage our experienced volunteers to act as mentors to the newer volunteers, appointing Circles ‘Ambassadors’ who participate in volunteer recruitment and training.

A recent review of volunteer training evaluation forms evidenced: ‘94% volunteers stated that training had increased their awareness of sexual offending with 96% stating that training had increased their skills and confidence to address sexually harmful behaviour.

Circle Volunteer - *" I volunteered for Circles in the hope that this work would contribute towards my continuing professional development. The initial two-day training for volunteers was intensive. It was backed up with relevant reference literature, and equipped us to begin learning through experience. I gradually came to appreciate that the differences in our working backgrounds, cultures and temperaments seemed to create a balanced perspective within each circle I was part of. This process of social learning is complemented by a range of further and additional training offered via Circles by experts in the field. Supervision takes place regularly to provide a space in which conflicts or difficulties can be resolved and strategies can be agreed, enabling volunteers to work safely in partnership with Probation Services and the Police. Circles Coordinators are very experienced, skilled and supportive professionals who genuinely value their volunteers. The benefits of this work with Circles have certainly exceeded my modest expectations two years ago"*

Our Volunteer Pathway Lead is responsible for volunteer's wellbeing and development:

- Ensuring consistency across all areas of support, training and practice for volunteers
- Increasing recruitment and retention of volunteers
- Improving diversity of volunteers and reviewing recruitment strategy to address this
- Increase level of communication between charity and volunteers to increase sense that volunteers are part of the charity and not just their local project.

What we achieved in the year to 31 March 2021

This has been a unique year for the charity due to the impact of Covid -19 on a significant part of the year. We have had to adapt and develop our service delivery so that we have been able to continue to support all our service users. We see it as a real achievement that at no point have we had to close or reduce our services. The team have worked hard to ensure we have increased our support provision from March 20 and as we continue delivery into 21-22. We have a Recovery Roadmap in place which has been easily adaptable for staff and volunteers as government guidance changes. The SMT have implemented a transition timetable in consultation with staff. This maps our path back to face to face delivery in line with the government roadmap.

We have continued to work towards our identified objectives for 20-21:

Objectives	Progress
Prepare for the enhanced role of the voluntary sector in supporting the National Probation Service following reunification in June 2021	Subgroup consisting of trustees and senior management established to manage this process
Prepare to register on the Dynamic Framework from June 2020	Achieved
Secure renewal of the NPS secondment arrangements to ensure a smooth transition to new commissioning arrangements post March 2021	Contacts secured until September 21 and March 22
Implement new Finance Strategy including the new Options Appraisal process	Developed and Implementation ongoing into 2021
Continue to support the Service User Engagement Group ensuring our service user voice is heard throughout our work and development	SUEG established and strategy in place for ongoing development
Build on the success of the Tech v Abuse grant and consider ongoing development and evaluation of the messaging platform	Pilot extended and new funding being applied for to progress this model further
Establish a Female Development Lead to focus on our strategic objectives for our services for women	Strategic proposal in place and scoping exercise undertaken. Target is to secure funding to support the development.

and girls	
Completion of Insight Pilot Project which is a service specifically for men who commit rape that is motivated by anger	Due for completion in TV although now part of delivery in Hampshire. Evaluation pending.
Completion of the new Circles Reconviction Study	Due for completion in 21-22
Continued development of family support package (group work and one to one)	Completed
Develop the education and preventative role of the charity ensuring communities are educated, informed and empowered	Ongoing
Explore the restorative nature of volunteering building on pending research	Ongoing
Continue to provide bespoke and tailored interventions and support for those affected by sexual harm	Established
To build strong partnerships with external agencies to ensure smooth onward referral for service users wishing to access additional interventions not provided by the charity	Ongoing
To explore opportunities for prior service users to volunteer in various capacities	Part of new SUEG strategic plan

Managing Covid-19

In March 20 we promptly implemented contingency plans for service delivery to staff, volunteers and service users. We were committed to maintaining a full service and ensuring that no service users was left without support. We focused on:

- Increasing level of contact with service users by Coordinators and Volunteers. We adapted communication using online resources and increased frequency.
- Increasing level of contact between Coordinators and volunteers to support wellbeing and ongoing development requirements. This included online coffee mornings, monthly newsletter, regular online training and increased support sessions.
- Adaption of face to face training for online delivery so that we could continue to recruit and train volunteers. This has provided to be very effective and we have continued to recruit, train and allocate volunteers throughout the year.
- Implementation of new policies and procedures specifically focused on safeguarding of volunteers.
- All support provision due for closure was maintained throughout lockdown period. We have only recently moved to closure of Circles in order to manage caseloads and increasing waiting lists for services.
- Design and development of new support model – Interim Mentoring Support Service (IMSS) – to support continued set up of services online.
- All service users at assessment stage and waiting list provided with a level of support from Coordinators to support their wellbeing and management of risk.
- Securing additional funding to facilitate Coordinators supporting increased caseloads for NPS referrals. This funding provided additional sessional staff in areas where caseloads and waiting list where high. We secured funding from PCC's, lottery and Comic Relief.
- Increased our IT and Activities budget to support service delivery.

Interim Mentoring Service Support (IMSS) Model

The IMSS model has proved a very effective way of allocating immediate support to service users. We are exploring how we should incorporate the benefits of this model into out future work. Our current focus is to undertake a detailed evaluation of the service so that we pull out key learning that will enhance existing delivery.

Service Delivery & Activities

We have a current total of 543 trained volunteers available across the South East and London. We trained 148 volunteers between April 20 and March 21 and 41 allocated to training events. We have observed a significant increase in training attendance since we have had the option to deliver online training ad have made the decision to maintain a 'blended' approach of online and face to face events. We ensure that our volunteers are fully trained and prepared before starting a circle and some of the feedback received from volunteers after this training is:

- *Training has been very well organised, informative- I have learned lots and have learned new skills – thank you*
- *Use of role plays and interactive discussions was a great way of learning*
- *Excellent training, a really good mix of interactive anecdotal and practical information. I feel confident at the thought of working in a Circle, thank you very much*
- *All 3 deliverers were very knowledgeable and passionate about Circles and their roles which made the sessions very engaging and interactive*
- *The training was excellent, clear well-structured and very informative. The presentation skills of all the facilitators was great. Thank you*

Over the last 12 months the charity has:

- Received 168 Referrals
- Undertaken 112 suitability assessments
- Established new support provision for 121 service users
- Have supported 201 service users across all services
- At the end of March we had 128 service users engaged in services with a further 46 service users currently being allocated to support provision.

Volunteer Testimony – Circles in lockdown

The CM I am currently engaged with is my fifth offender.
He was released from prison in September 2019 after serving a long sentence for sexual abuse of several teenage boys. He was assessed as being suitable for Circles in April 2020, and, because the pandemic made a face to face Circle impossible, was introduced to telephone mentoring with another volunteer.

He is in his 70s, and is settled in a Council bungalow which he very much appreciates. He suffers from severe COPD so was shielding at home.

Zoom made a 'virtual Circle' possible and the CM, the first volunteer and I began to meet weekly on that platform in Autumn 2020.

Prior to his offending this CM has had a varied and interesting career, and, unlike many of the CMs with whom I have previously worked, he has many social skills and abilities. Nevertheless, as with all CMs, social isolation was a huge issue. When I first joined the Circle talked about himself at length, and his experiences in the various prisons in which he had been resident. It was often hard to get a word in edgeways. His masculinity and physical strength were very important to him, and he needed to demonstrate to us how well he was coping. This became very tedious, and it was helpful to discuss this with the Circles Co-ordinator in a supervision session. Nevertheless the three of us built up a trusting relationship. He began to make positive contacts with various neighbours which reduced his isolation and improved his quality of life.

However, he arrived very distressed to one recent meeting. His attempts mow his lawn (in which he takes great pride) had impressed on him how very much his COPD has worsened over the last year; he had become breathless an unable to continue the mowing. He spent the session expressing his shock, desperation, and sorrow at his declining powers to us; he had become painfully aware of his own mortality. We carefully listened and supported him for the hour. He said he had never spoken in this depth about his feelings, and now realised how necessary doing so is for his mental health. During the following week he was able to talk about all this with his Probation Officer, which he had never done before.

He started the subsequent Circle meeting by thanking us very sincerely for our support. As the Circle is now moving towards the end, we meet fortnightly instead of weekly. The CM is talented artistically, and latterly a third volunteer who is an art teacher has joined the Circle and we enjoy doing various art projects together in our separate Zoom rectangles.

This is the kind of experience which makes volunteering for Circles SE so rewarding. By just listening in a non-judgemental way, by providing appropriate challenge when needed, by building a trusting relationship, this group of highly stigmatised offenders can be helped to more self-knowledge, self acceptance and self esteem, which of course dramatically reduces the chances of any re-offending, and is a key element in protecting children.

Judith Niechcial
April 2021

Here are some comments from the Service User Survey regarding the support they had received from Circles SE throughout the pandemic:

- *Has given me a high-point of the week. As I'm alone and shielded each call and discussion helped me in so many different ways.*
- *I was extremely happy to be able to continue to engage with my support team at a time when I had recently moved to a new area and being estranged from my family it was very important for my welfare.*
- *Heightens self-esteem, I enjoy talking to people about what I am/have been doing.*
- *This group as help me out a lot with my self-esteem and confidence*
- *It's been a great form of support in these uncertain times. It is nice to talk to someone with similar interest we have only just started so we are getting to know each other currently*
- *If there's ever a problem it's always followed up with a phone call or an email good have network and support round me*
- *I think having the zoom chats and also having that rocket chat too has really helped.*
- *My team from the supervisor down has ensured that I have not been isolated and have regular contact to support me through these difficult times.*
- *Because when I talk to them, I never feel alone any more*

Financial Review

We are grateful to the following for funding:

Statutory Funding;

- National Probation Service
- Hampshire Police
- Hampshire Police & Crime Commissioners Office
- Surrey Police & Crime Commissioners Office
- Thames Valley Police
- Thames Valley Police & Crime Commissioners Office

Charitable Trusts and Foundations;

- AS Charitable Trust
- Charles Hayward Foundation
- City Bridge Trust
- Comic Relief
- Esmee Fairbairn Foundation
- Garfield Weston Foundation
- Porticus UK
- Rayne Foundation
- Tudor Trust
- National Lottery Community Fund

Financial Performance during the year

Income received during the year of £954,154 (2019: £949,854) was slightly higher than the previous year. Spending at £843,453 (2019: £981,623) showed a decrease over the previous year. This resulted in a surplus for the year of £110,701 compared to a deficit in the previous year of £31,769.

Reserves Policy

Circles South East needs to have reserves because of the complex and short-term nature of its funding arrangements. The charity is largely dependent on institutional funders and public sector commissioners to provide the services to its beneficiaries. This funding is therefore subject to shifting policy considerations, political decision-making, and the risk inherent in constant public sector re-organisation. Each of the funding streams that the Charity relies upon may not be renewed due to these factors or may need to be renegotiated. Historically this funding has been very short-term, with guarantees provided for 12 or 24 months, and the Charity has experienced several changes in the principal commissioning arrangements for its services. In particular the new governance and funding arrangements introduced in relation to the delivery of probation services have yet to settle down, and this creates particular financial risks for the charity. The reserves are therefore required in order to allow time for a renegotiation of the contracts to ensure stability of service provision or to allow for the services to be run down to an appropriate level requisite with the funding available in an ordered way.

For the purposes of calculating the target level of reserves we have worked on the following scenario:

a) That all funding beyond a small amount to retain a basic infrastructure to allow the organisation to continue to exist is withdrawn.
b) That the organisation has 3 months after the funding is withdrawn to wind down its activities to this level.

The multiple funding streams linked to different service delivery makes this a very unlikely scenario.

Based on the budget agreed for the following year we estimate the reserves requirement on this basis to be approximately £250,000. Actual reserves which are wholly unrestricted, stood at £137,031 at the end of March 2021. This represents a shortfall to the reserves requirement of £112,969. Reserves can be generated from the contract income and from fees levied for the provision of services. In order to build reserves up to the required level the Charity will transfer any surplus funds to reserves that it is free to do so, and not draw upon these during the financial year until the target level is reached, unless a convincing business case can be constructed which illustrates that current investment of these funds will in the medium-term generate more funds in return and thereby improve the overall reserves position within a reasonable timeframe. The charity has aims to add £35,000 to reserves each year. Once the Reserves Requirement is reached the Charity will monitor on a quarterly basis the revised reserves target and this will be part of the quarterly report produced for the Board. The basis for setting the reserves target will be reviewed annually.

The Trustees are pleased to note that reserves improved significantly in 2020-21 and being aware the reserves level at 31 March 2021 remains below target level have ensured the 2021-22 budget process produced a realistic budget that will result in a surplus for the charity in 2021-22 so that our reserves could be built back up again.

Plans for Future Years

Strategic Priorities

The following areas that need to be developed throughout 2021-2022:

- **Mission & Strategy** - Develop an Implementation Plan
  This will help focus our time and resources and provide a responsive template that the SMT and board can utilise.
- **Administration** – Technology and Information Systems
  Moving to a position where technology and information systems allow the organisation to function optimally. The current database is currently preventing a fully functioning IT system and needs to be resolved as a priority.
- **Monitoring & Learning** – Data collection and analysis
  Need data collection and analysis systems effectively integrated into organisation's work. Facilitates tracking progress towards outcomes.
- **Communications** – Strategy, Brand and Website
  Develop clear communication strategy that provides targeted messages to priority audiences. Update website and brand.
- **Governance** – Trustee Recruitment
  breadth of experience.
- **Fundraising** - Sufficient Funding
  Meeting our reserves strategy and securing a cushion to allow for increased human resources investments and expansion each year.
- **Human Resources**
  Staff and volunteer diversity to remain a continued focus. This includes continued collation and review of monitoring data.
- **Executive Leadership**
  Identify a succession plan to ensure the organisation would be able to sustain itself if the CE left.

Strategic Development Areas

- **Family Assessment Programme**
  We will be appointing a Family Support Coordinator to deliver the 'Forging the Links' family programme which will be delivered within our region as part of the Reducing Sexual Harm Hub Development.

- **HMP Through the Gate Educational and Skills based project**
  We have produced a new Theory of Change and delivery model for the proposal and hope to develop this model across prisons in our region.
- **Female Specialist Female Sexual Violence Perpetrator Project**
  We have developed a proposal for a pilot project which we hope to launch this year if successful with securing funding.
- **Evaluation of Interim Mentoring Support Service model**
  We have all agreed the importance of evaluating the impact of the IMSS model so we can explore whether we continue to incorporate it into future service delivery. We anticipate this becoming a new 'Priority Access' model. Funding will need to be secured to undertake this work which may be challenging.

Approved by order of the board of trustees and signed on its behalf by:



2 August 2021

....

J L Williams – Chair of Trustees Date

Independent Examiner's Report to the Trustees of Circles South East

I report to the trustees on my examination of the accounts of Circles South East (the Company) for the year ended 31 March 2021 which are set out on pages 22 to 32.

Responsibilities and basis of report

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

Having satisfied myself that the accounts 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 your Charity's accounts 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 company'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 (ICAEW), which is one of the listed bodies.

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:

(1) accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or

(2) the accounts do not accord with those records; or

(3) the accounts 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

(4) the accounts 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 accounts to be reached.

Signed: Christopher Nisbet …… Date: 11/08/2021 .....

Mr C J Nisbet FCA
Azets Audit Services
The Mill House
Boundary Road
Loudwater
High Wycombe
Bucks.
HP10 9QN

Circles South East

Statement of Financial Activities
(including Income and Expenditure Account)
for the Year Ended 31 March 2021

	Notes	Unrestricted funds	Restricted funds	**2021 Total funds**	Unrestricted funds	Restricted funds	**2020 Total funds**
INCOME							
Donations							
Statutory agencies		345,268	55,782	**401,050**	404,769	-	**404,769**
Charities		4,991	116,524	**121,514**	-	144,239	**144,239**
Trusts and foundations		208,888	154,730	**363,618**	289,900	25,000	**314,900**
Other donations		415	-	**415**	5,341	-	**5,341**
Income from Charitable Activities							
Partner support and intervention		52,305	-	**52,305**	45,615	-	**45,615**
Other		15,251	-	**15,251**	34,971	-	**34,971**
Investment income		-	-	**-**	19	-	**19**
Total		627,118	327.036	**954,154**	780,615	169,239	**949,854**
EXPENDITURE							
Charitable Activities							
Circles		419,264	292,176	**711,440**	646,131	169,239	**815,370**
Counselling		2,574	34,860	**37,434**	57,785	-	**57,785**
Partner support and intervention		43,624	-	**43,624**	49,913	-	**49,913**
Youth		50,955	-	**50,955**	58,555	-	**58,555**
Total	3	516,417	327,036	**843,453**	812,384	169,239	**981,623**
Net Movement in Funds	4	110,701	-	**110,701**	(31,769)	-	**(31,769)**
RECONCILIATION OF FUNDS							
Total funds brought forward		26,330	-	**26,330**	58,099	-	**58,099**
Total funds carried forward		137,031	-	**137,031**	26,330	-	**26,330**

All recognised gains and losses are included in the statement of financial activities.
The results for the year all relate to continuing activities.
The notes form part of these financial statements.

Circles South East

Balance Sheet
At 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	**2021 Total funds £**	2020 Total funds £
FIXED ASSETS					
Tangible assets	7	12,361	-	**12,361**	7,344
CURRENT ASSETS					
Debtors	8	57,915	-	**57,915**	78,796
Cash at bank and in hand		123,087	-	**123,087**	2,755
		181,002	-	**181,002**	81,551
CURRENT LIABILITIES					
Creditors amounts falling due within one year	9	56,332	-	**56,332**	62,565
NET CURRENT ASSETS		124,670	-	**124,670**	18,986
TOTAL ASSETS LESS CURRENT LIABILITIES		137,031	-	**137,031**	26,330
TOTAL NET ASSETS		137,031	-	**137,031**	26,330
THE FUNDS OF THE CHARITY	11				
Unrestricted funds				**137,031**	26,330
Restricted funds				**-**	-
TOTAL				**137,031**	26,330

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

- 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 complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to small companies to the small companies regime of the Companies Act 2006 and with the Financial Reporting Standard 102 SORP.

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

John Williams 2 August 2021

..... ……

J L Williams –Chair of Trustees Date

Circles South East is a registered company number: 06490001

Circles South East

Statement of Cash Flows
For the Year Ended 31 March 2021

	Notes	General £	Restricted £	**2021 Total £**	2020 Total £
Cash flows from operating activities					
Cash generated from/ (absorbed by) operations	13	130,738	-	**130,738**	(9,266)
Cash Flows from Investing Activities					
(Purchase) of tangible fixed assets		(10,406)	-	**(10,406)**	(2,932)
Net Cash provided by (used in) Operating Activities		(10,406)	-	**(10,406)**	(2,932)
Increase (Decrease) in cash and cash equivalents		120,332	-	**120,332**	(12,198)
Cash and cash equivalents at the beginning of the year		2,755	-	**2,755**	14,953
Cash and cash equivalents at the end of the year		123,087	-	**123,087**	2,755

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below;

a) Charity information

Circles South East is a private company limited by guarantee incorporated in England and Wales. The registered office is Baptist House, 129 Broadway, Didcot, Oxfordshire. OX11 8XD

b) Incoming resources

All income is 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.

c) Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Support costs are allocated to activities on the basis of time spent. Governance costs include the costs of Trustees meetings, accountancy fees and professional fees.

d) Tangible fixed assets

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

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 25% on reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

e) Taxation

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

f) Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

g) 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 is included in the notes to the financial statements.

h) 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.

i) Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. In making this assessment, the trustees have considered the impacts and expected future impacts of the Covid-19 pandemic on both the charity and the environment in which it operates. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

j) Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	-	19

3. ANALYSIS OF EXPENDITURE

Charitable Activities	Staff costs	Other direct costs	Support costs	**2021 Total**	2020 Total
	£	£	£	**£**	£
Circles	619,065	36,214	56,161	**711,440**	815,370
Counselling	26,547	4,875	6,012	**37,434**	57,785
Partner support and intervention	41,015	1,941	668	**43,624**	49,913
Youth	39,889	7,059	4,007	**50,955**	58,555
	726,516	50,089	66,848	**843,453**	981,623

ANALYSIS OF SUPPORT COSTS

	Circles	Counselling	Partner support and intervention	Youth	**2021 Total**
	£	£	£	£	£
Office Costs	32,676	3,500	389	2,383	**38,948**
Insurance	8,580	919	102	613	**10,214**
Communication and IT	13,073	1,401	156	934	**15,564**
Governance	1,783	191	21	127	**2,122**
	56,112	6,011	668	4,057	**66,848**

4. NET MOVEMENT OF FUNDS IS AFTER CHARGING

	2021	2020
	£	£
Independent Examiner's Fees	**2,020**	1,945
Depreciation	**5,389**	2,668

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 (2020: £Nil)

	2021	2020
	£	£
Trustees' expenses reimbursed to nil trustees (2020: 2) for travel expenses	**-**	41

6. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	**627,158**	633,109
Social security costs	**59,413**	61,200
Contributions to a defined contribution pension scheme	**39,945**	42,984
	726,516	737,293

No employee received employment benefits (excluding pension costs) in excess of £60,000.
The key management personnel of Circles South East comprise the Trustees and the Chief Executive. The total employee benefits of the key management personnel (including pension costs) were £64,971 (2020 £64,293).

The average number of staff employed during the year was as follows:

Number of Co-ordinators	**18**	15
Number of Administration Staff	**4**	3
Number of Management Staff	**1**	1
	23	19

The average number of staff full-time equivalent staff employed during the year was as follows:

Number of Co-ordinators	**15**	14
Number of Administration Staff	**3**	2
Number of Management Staff	**1**	1
	19	17

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings	Computer equipment	**Total**
COST	£	£	**£**
At 1 April 2020	4,277	23,198	**27,475**
Additions	-	10,406	**10,406**
Disposals	-	7,887	**7,887**
At 31 March 2021	4,277	25,717	**29,994**
DEPRECIATION			
At 1 April 2020	3,377	16,754	**20,131**
Charge for year	135	5,254	**5,389**
Disposals	-	7,887	**7,887**
At 31 March 2021	3,512	14,121	**17,633**
NET BOOK VALUE			
At 31 March 2021	765	11,596	**12,361**
At 31 March 2020	900	6,444	**7,344**

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	**£**
Grants due	**55,089**	75,431
Other debtors	**2,826**	3,365
	57,915	78,796

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	**35,802**	15,397
Taxation and social security	**15,402**	14,255
Other creditors	**5,128**	32,913
	56,332	62,565

10. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed:

	Equipment	Property	**2021**	2020
	£	£	**£**	£
Payable within one year	1,068	23,800	**24,868**	**25,935**
Payable one year to five years	-	35,700	**35,700**	**60,568**

11. MOVEMENT IN FUNDS

	At 1.4.20	Income	Expenditure	**At 31.3.21**
	£	£	£	**£**
Unrestricted Funds				
General fund	26,330	85,753	52,152	**59,931**
AB Charitable Trust	-	20,000	5,000	**15,000**
AS Charitable Trust	-	12,500	2,500	**10,000**
Charles Hayward Foundation	-	25,000	25,000	**-**
Esmee Fairbairn	-	72,100	40,000	**32,100**
Hampshire Police	-	8,750	8,750	**-**
Lloyds Bank Foundation	-	20,000	-	**20,000**
NPS London Division - Secondment	-	88,402	88,402	**-**
NPS South East & Eastern Division	-	153,398	153,398	**-**
NPS South West South Central Division	-	44,465	44,465	**-**
Rayne Foundation	-	25,000	25,000	**-**
Surrey PCC	-	32,250	32,250	**-**
Thames Valley Police	-	7,500	7,500	**-**
Tudor Trust	-	32,000	32,000	**-**
	26,330	627,118	516,417	**137,031**

11. MOVEMENT IN FUNDS – continued

Restricted Funds	At 1.4.20 £	Income £	Expenditure £	**At 31.3.21 £**
City Bridge Trust	-	68,726	68,726	**-**
Comic Relief	-	56,606	56,606	**-**
Hampshire PCC Community Safety Fund	-	35,000	35,000	**-**
Lloyds Bank Foundation - DCMS	-	86,004	86,004	**-**
Thames Valley PCC Community Safety Fund	-	20,782	20,782	**-**
The National Lottery Community Fund - DCMS	-	59,918	59,918	
	-	327,036	327,036	**-**
TOTAL FUNDS	26,330	954,154	843,453	**137,031**

Unrestricted Funds

General Funds are provided for Management salaries and Support Services.
Other Undesignated Funds further the work of providing Circles and other related services such as Counselling, Assessment, Training and Partner Support.

Restricted Funds

City Bridge Trust
A grant to provide Circles activities in the London area.

Comic Relief
This funding, now in the final year of a three year grant is to support the Youth Service Pilot Project providing services for young people displaying harmful sexual behaviour.

Hampshire PCC Community Safety Fund
A grant to provide Circles activities in Hampshire.

Lloyds Bank Foundation
A grant to support the needs of the most vulnerable and marginalised people affected by the COVID-19 crisis. Funds were provided by the Department for Media Culture and Society (DCMS) for COVID-19 relief.

Thames Valley PCC Community Safety Fund
A grant to provide Circles activities in the Thames Valley area.

The National Lottery Community Fund
A grant to further the work of preventing sexual harm in the community. Funds were provided by DCMS for COVID-19 relief.

12. RELATED PARTY DISCLOSURES

£2,135 (2020: £1,102) was paid during the year to Rebecca Seaborne (a Trustee) for consultancy services relating to operational activities. This payment is permitted by sub-clause (5) of the Memorandum of Association and the trustees have followed the procedure and observed the conditions set out in sub-clause (6) of this clause.

13. CASH GENERATED FROM OPERATIONS

	2021	2020
	£	£
Surplus/ (Deficit) for the year	110,701	(31,769)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	5,389	2,668
Movements in working capital:		
Decrease in debtors	20,881	30,850
(Decrease) in creditors	(6,233)	(11,015)
Cash generated from/ (absorbed by) operations	130,738	(9,266)

14. ANALYSIS OF CHANGES IN NET FUNDS

The charity had no debt during the year.