

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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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 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.

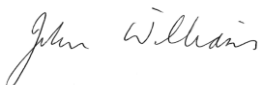
Thirdly, how well are we doing? Circles South East was subject to a Circles UK membership review in December 2021. We achieved an extremely high score, and our performance was described as excellent.

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.



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:

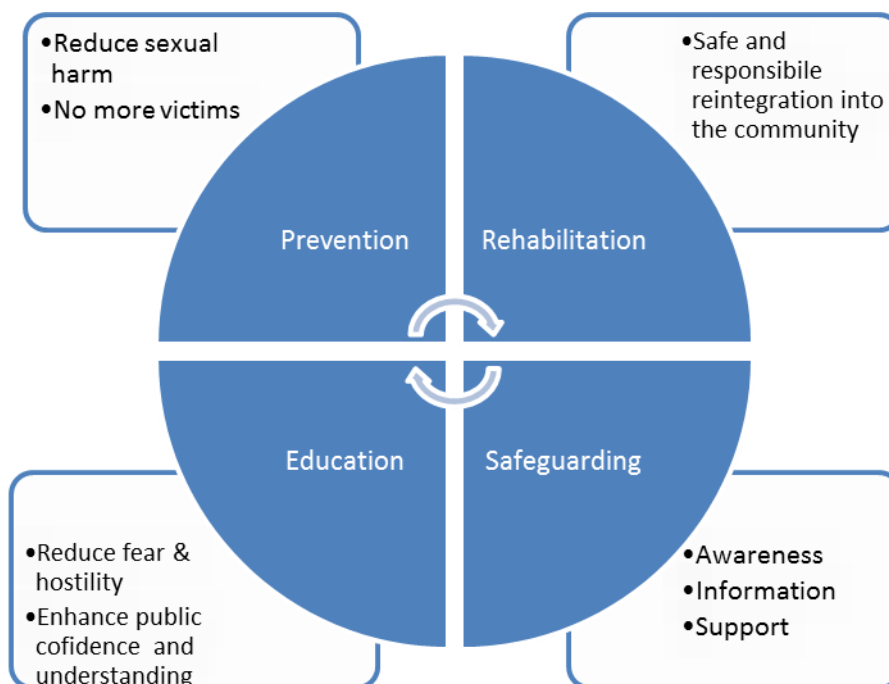
To relieve the need and promote the rehabilitation, treatment, education and care of persons who have committed or are likely to commit offences, particularly sexual offences, against others and the families of such persons and others affected by such offences.

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 advice, 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.



CIRCLES OF SUPPORT & ACCOUNTABILITY

What are Circles and how do they work?

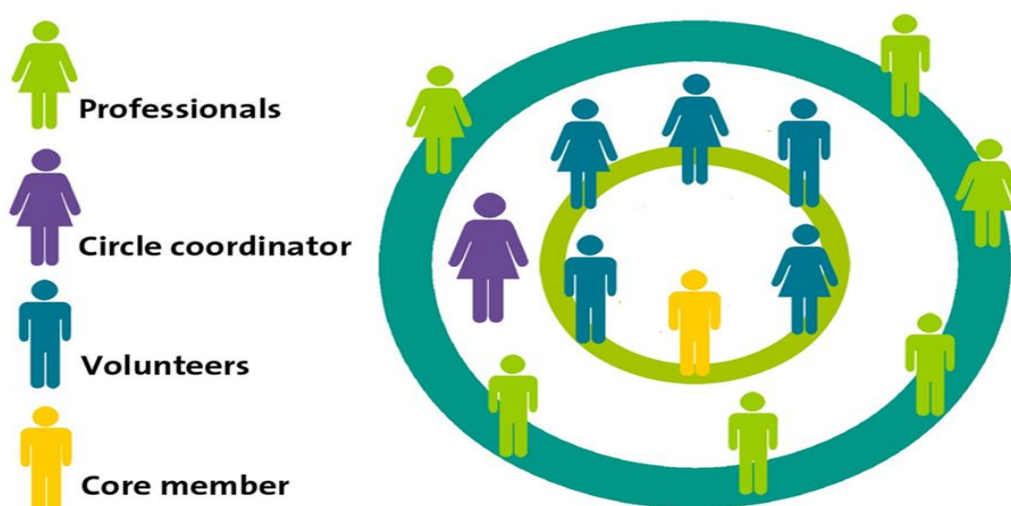
The Circles model is a complementary approach which harnesses the strengths and resources of local people to augment the statutory management of **high risk** sexual harm causers in the community, typically following release after a lengthy prison sentence. In the Circles model the offender becomes the '**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 PERPETRATOR

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 2021 Circles 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.

Stage 1: Creation of management and oversight structures.
Implementation of policies.



Stage 2: Staff training – Equipping officers on Project Vigilant with the knowledge and skills to promote referrals into Circles South East.



Stage 3: Community Engagement and Training-
Delivery of training, workshops, consent panels, university talks, information days and the like.
Building relationships with community groups and education establishments some of whom had previously been reluctant to engage with the LPA.

Police staff training to challenge culture and empower staff to become part of the solution to VAWG.

Stage 4: Risk Assessment and Perpetrator Intervention.
Extended risk assessments to feed into perpetrator management and tailored intervention to address risk related behaviour and facilitate positive change to reduce the risk of harm to women and girls. Counselling Service, Circles of support, mentoring and groupwork. Access to the family programme.

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 from 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 reoffend 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	<p>Applied and secured specialist consultancy to support implementation of new volunteer database and Case Management System. Provider appointed.</p> <p>Target: Cyber Essentials Approved Provider Status</p> <p>To secure adequate funding to fully resource new volunteer database and new CMS.</p>
Governance	Trustee Recruitment	<p>Working with agency to increase recruitment of trustees with a focus on diversity across the board</p> <p>Target: Implement new recruitment pack and increase range of applications to board.</p> <p>Increase number of trustees and range of experience</p>
Communication & Marketing	Strategy, brand and website	<p>Developing a coherent Marketing/Comms strategy and brand</p> <p>Target: Secure additional funding and appoint new Business Development Manager and Comms/Marketing Officer</p> <p>Implement new Sales and Marketing Strategy</p> <p>Implement new social media strategy</p> <p>Implement new brand for 'Hub' support services ensuring a distinct separation from perpetrator provision.</p>
Service Delivery	Consolidation of practice and securement of long-term contract for core service delivery	<p>Continue to deliver core Circles provision across all regions</p> <p>Development of current and</p>

		<p>planned pilot projects</p> <p>Securement of existing and new partnerships</p> <p>Target: Establishment of Referral Pathways for all support provision</p> <p>Secure new Circle contracts following national commissioning</p> <p>Secure continued funding for current pilots</p> <p>Secure funding for planned innovation work including the SUEG and support services for women</p>
Fundraising	Sufficient funding	<p>Continue to secure diverse range of income for the charity</p> <p>Target: Successfully secure annual target as outlined in reserves policy</p> <p>Increase level of earned income from assessment and training services</p>
Human Resources	Staff resources, policies, procedures and diversity across recruitment of volunteers	<p>Full review of staff handbook and staff contracts and consideration of hybrid working arrangements for staff</p> <p>Full review and amendments to GDPR policies</p> <p>Target: Consultation with staff and implementation of revised policies and new staff contracts</p> <p>Implementation of revised GDPR policies</p>

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

22/09/2022

Signed:

Date:

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

		Unrestricted funds	Restricted funds	2022 Total funds	Unrestricted funds	Restricted funds	2021 Total funds
	Notes						
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

		Unrestricted funds	Restricted funds	2022 Total funds	2021 Total funds
	Notes	£	£	£	£
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:



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

Circles South East

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

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.

Circles South East

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

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

Circles South East

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

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
	<u>748,179</u>	<u>726,516</u>

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
	<u>23</u>	<u>23</u>

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
	<u>19</u>	<u>19</u>

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	<u>4,277</u>	<u>21,921</u>	<u>26,198</u>
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	<u>3,626</u>	<u>13,314</u>	<u>16,940</u>
NET BOOK VALUE			
At 31 March 2022	<u>651</u>	<u>8,607</u>	<u>9,258</u>
At 31 March 2021	<u>765</u>	<u>11,596</u>	<u>12,361</u>

Circles South East

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Grants due	68,840	55,089
Other debtors	3,154	2,826
	<u>71,994</u>	<u>57,915</u>

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
	<u>58,449</u>	<u>56,332</u>

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	-
	<u>137,031</u>	<u>646,949</u>	<u>599,496</u>	<u>184,484</u>

Circles South East

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

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.

Circles South East

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

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.