

Somerset and Avon Rape and Sexual Abuse Support

Board of Trustees Report and Financial Statements

For the Year Ended 31 March 2022

Registered Charity Number: 1126682

Registered Company Number: 6738639

Somerset and Avon Rape and Sexual Abuse Support
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Reference and administration details

Registered name:	Somerset and Avon Rape and Sexual Abuse Support
Registered charity number:	1126682
Registered company number:	6738639
Registered address:	Somerset and Avon Rape and Sexual Abuse Support Royal Oak House Royal Oak Avenue Bristol BS1 4GB

Trustees

Trustees, who are also directors under Company law, who served during the year and up to the date of this report were as follows:

Emily Barratt		Appointed 31 st March 2020 Resigned 15 th June 2022
Sian Blackman		Appointed 2 nd December 2021
Charlotte Chappell		Appointed 2 nd December 2021
Michele Burleigh		Appointed 4 th October 2018 Resigned 2 nd December 2021
Rani Fernandez		Appointed 21 st January 2022
Emma Frost	Treasurer	Appointed 10 th April 2019 Resigned 13 th June 2022
Catherine Graham		Appointed 7 th June 2018
Caroline Green		Appointed 2 nd November 2017
Rachel Johnson		Appointed 10 th September 2020
Amber Kibby		Appointed 2 nd December 2021

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Linda Moore		Appointed 2 nd November 2017
		Resigned 2 nd December 2021
Rachel Notley		Appointed 2 nd December 2021
Penny Walster	Chair	Appointed 2 nd November 2017

Key management personnel

During the financial year to 31st March 2022, the key management personnel were:

Claire Bloor	Chief Executive Officer
Audrey Michel	Head of Fundraising
Emma Wallis	Head of People and Finance
Lorri Weaving	Head of Services

Bankers

Unity Trust Bank Nine Brindley Place Birmingham B1 2HB	Investec Wealth and Investment Beech House 61 Napier Street Sheffield S11 8HA
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Triodos Bank
Deanery Road
Bristol
BS1 5AS

Auditor

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UT

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Trustees report for the year ended 31 March 2022

The Trustees present their report and audited financial statements for the year ended 31 March 2022.

The 'Reference and administration details' set out on page 1 and 2 form part of this report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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).

Objectives and activities

Purpose and aims

The charity's purposes, as set out in the objects contained in the company's memorandum of association, are:

- To relieve the trauma and distress of women and girls who have experienced any form of sexual violence, however long ago, through the provision of services, support and information. The service will be provided by women for women and girls in Bristol and the adjacent areas.
- To educate the public about sexual violence and raise awareness of the impacts of rape and sexual abuse on the victim and wider society.

The aims of our charity are to support women and girls who have experienced sexual violence as well as to educate the public about sexual violence. Our aims fully reflect the purposes that the charity was set up to further.

In our business plan we also state that we recognise men and boys can be victims of sexual violence and face similar stigmas. We work in collaboration and we promote an empowering culture both for our organisation's members and for the women, girls, men and boys who use our service.

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Ensuring our work delivers our aims

We review our aims, objectives and activities each year. This review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to those people that we are set up to help. The review also helps to ensure that our aims, objectives and activities remain focused on our stated purposes. We consult with service users, staff, volunteers and external partners.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'Public Benefit: Running a Charity (PB2)'.

The focus of our work

Our main objectives for the year continued to be to relieve the trauma and distress of women and girls who have experienced sexual violence.

To meet these objectives, and thus the needs of our multiple stakeholders, SARSAS did the following:

- Delivered high-quality support using evidence-based models of practice within a trauma informed empowerment framework.
- Provided helpline services – including telephone helpline, eSupport and Live Chat –for all survivors to use for enquiry, anonymous adhoc or ongoing support, safe disclosure, up to date information and crisis interventions.
- Worked in partnership across Avon and Somerset for the benefit of all survivors including those who are using support services and those who are not. This includes leading and learning from a consortium of specialist sexual violence services and providing training for change within frontline support and referral agencies and upskilling key workers to work in a confident and informed way with survivors using their services.
- Raised awareness within the general public of services available, focused on self-help guides for all survivors including those with learning disabilities, continued to distribute sexual consent materials and contributed to a cultural shift of encouraging survivors to speak out and for concerned others to support and stand behind survivors.

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How our activities deliver public benefit

Survivors of sexual violence, and those that care for them, can access our high quality, accessible services in order to increase their health and wellbeing, safety, and empower them to re-enter society.

All people are aware of the reality and impact of rape and sexual violence and are informed of the support services available.

SARSAS is a sustainable and highly effective agency that always practises excellence in sexual violence support for Somerset and Avon and champions the voices of survivors.

Sexual violence is the cause of many significant problems in society including mental ill health, drug and alcohol misuse and offending. We know the impacts of sexual violence affect not only survivors but also those who care about them, and the society in which they live. The impact of sexual violence on an individual also affects the work of frontline organisations and services that support other aspects of their lives. Many survivors of sexual violence are targeted by perpetrators because of an existing vulnerability including mental health difficulties, drug and alcohol misuse, learning disabilities, physical disabilities and youth. SARSAS is delivering value to all of these groups.

83% women experienced 'flashbacks' of their experience of sexual abuse when service commenced.

50%+ had depression and panic attacks when services commenced.

61% also felt they did not have 'control of their life' when services commenced; this reduced to 31% after they had accessed rape crisis services.

Each adult rape is estimated to cost over £96,000 in its emotional and physical impact on the survivors, lost economic output due to convalescence, treatment costs to health services and costs incurred in the criminal justice system¹.

¹ Government's response to Stern Review, 2011

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In 2015/16, the total cost of rape in England and Wales was estimated to be £4.8 billion. (Figures from The economic and social costs of crime second edition, Home Office, 2018)

- The impact of all estimated sexual violence in the South West in a year will cost society over £335,904,000².
- Sexual violence costs in physical and mental health care in the South West is £79,498,749³.
- Sexual violence costs the criminal justice systems in the South West £50,073,529⁴.

SARSAS is one part of a jigsaw of organisations that serve the wellbeing of struggling members of our society. It is crucial to view SARSAS as a unique and highly effective workforce within the network of frontline social services that must work together in order to serve their users effectively. It is in this way that SARSAS' value and impact is far-reaching and affects multiple stakeholders.

All of our charitable activities are undertaken to further our charitable purposes for the public benefit.

² Calculated using the Public Health England estimate of 3499 female rapes in 2012/13.

³ See violence against women and girls ready reckoner
<http://webarchive.nationalarchives.gov.uk/20100104215220/http://crimereduction.homeoffice.gov.uk/domesticviolence/domesticviolence072.htm>

⁴ See violence against women and girls ready reckoner
<http://webarchive.nationalarchives.gov.uk/20100104215220/http://crimereduction.homeoffice.gov.uk/domesticviolence/domesticviolence072.htm>

Achievements and performance

Whilst COVID restrictions eased through the year, we continued to experience disruption and unpredictability as a result of the global pandemic. Despite this, we are proud to have continued to deliver high quality, specialised, and, at times, life-saving support to victim-survivors of sexual violence.

Projects and service developments

SARSAS continues to provide the following core services across the Avon and Somerset area. In the year, most of our services have returned to face-to-face delivery, but we have retained some remote facility (approximately 30%) for those clients who find this more accessible.

- Referrals and assessments

In the year to 31st March 2022, we received 1,447 referrals for support (2021: 1,292). This reflects an increase of 12% on the previous year and a total increase of 37% since the year ended 31st March 2020.

Our Pathway Navigator Service is now fully embedded, providing comprehensive triage, assessment, and signposting for new clients. We delivered 887 assessments (2021: 502) which is a 77% increase on the previous year.

- Helpline services

We provide direct access emotional support through our telephone helpline, e-support and live chat facilities that run five days a week.

This year we introduced an Emotional Support Call Service through which we provide additional support to particularly vulnerable clients on our waiting list.

Collectively, in the year to 31st March 2022, these services received 4,355 contacts (2021: 4,393), totalling 1,011 hours of support (2021: 770 hours). This included 2,671 calls to our helpline (2021: 3,542), 934 e-support contacts (2021: 734), 335 live chats (2021: 117) and 415 emotional support calls (2021: Nil).

- Specialist support work

Specialist support work provides emotional, practical and advocacy support for survivors who have complex needs. This includes specialist support for

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clients with Learning Disabilities and Autism. In the year ended 31st March 2022, we supported 158 specialist support work clients (2021: 106) through 1,215 structured one-to-one sessions (2021: 1,047).

- Counselling

Specialist one-to-one counselling is delivered by qualified and experienced trauma counsellors. In the year to 31st March 2022, we supported 332 clients (2021: 229) through 3,568 sessions (2021: 2,559). Our weekly capacity of counselling slots increased from 100 in April 2021 to 120 by the end of the year.

- Groups

We are particularly proud of our group work delivery this year, which has previously been inhibited by COVID-19. Having successfully recruited a new programme co-ordinator, we developed and expanded our portfolio of group support incorporating both psychoeducational and holistic/self-care approaches. We have delivered 12 groups supporting 89 women.

- Online Resources

Our self-help guides (including easy read, translated versions, support for men and boys and advice for family and friends) continue to be available through our website. This year we also launched a new, free online Trauma and Self Care Course which has been accessed by 325 people.

- Website and social media

This year saw development of our new branding and website which was launched in June 2022.

The new website has improved access and inclusivity leading to increased engagement. It also includes our Survivor Pathway Platform which gives clients and professionals clear pathways to support across the South West.

Our social media platform promotes self-care, awareness, education, and campaigning.

- Training

We have developed an extended training arm supporting professionals to increase their confidence and understanding of consent, trauma and support available for people affected by sexual violence through talks, workshops, coaching and resources.

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Partnership working

SARSAS continues to believe in and champion partnership working. As the leading agency in the Avon and Somerset Sexual Violence Consortium, and through the Keeping Bristol Safer Partnership, we work with our partners to deliver service, share best practise, and develop innovative approaches to support.

Through the Phoenix Project we work closely with Barnardo's providing specialist and holistic support to young people who have experienced sexual violence across Somerset. We have worked with the University of the West of England funded through the Somerset Council Safer Streets campaign, to facilitate focus groups and research on Violence Against Women and Girls.

Funding

Funding from Bristol City Council (Safer Bristol), the Ministry of Justice and NHS Bristol, North Somerset and South Gloucestershire Clinical Commissioning Group (NHS BNSSG CCG) continues to make up 59% (2021: 59%) of the grant funding in the year.

Several new grants started in the year, including:

- Uplifts to our grant funding from Avon and Somerset Police and Crime Commissioner, and NHS BNSSG CCG were awarded.
- Garfield Weston Foundation awarded a one-year grant for the provision of counselling to victim-survivors of rape or sexual abuse.
- Nelson Trust awarded funding for the provision of online workshops as part of the Safer Streets Violence Against Women and Girls project.
- The Brook Trust awarded a three-year grant towards our counselling service.
- The Three Guineas Trust awarded a two-year grant to support our specialist support service for women with learning disabilities and autism who have experienced sexual violence.

Workforce development

The Senior Leadership Team comprises the CEO, Head of Fundraising, Head of People and Finance, and Head of Services.

The Management Team continues to support the Senior Leadership Team with day-to-day operations of the organisation. The team comprises the Counselling

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Manager, Support Services Manager, Communications and Training Manager and Volunteer and Helpline Services Manager.

We have bid farewell to several members of the team who have moved on to new ventures, with wish them the very best. We have also welcomed new people to the team including those coming into the new roles of Groupwork Coordinator, Senior Trainer, Trainer, Training Coordinator, and Project Coordinator (Learning Disabilities and Autism Team).

We have supported two apprentices through the government Kickstart Scheme, one of which is now a permanent SARSAS employee.

Volunteers continue to be a valuable and crucial part of SARSAS. We have engaged 28 active volunteers this year. Volunteers primarily support our helpline but have also supported our communications team. We are keen to expand our volunteer engagement across all our services.

We want to extend our thanks and gratitude to all the staff and volunteers who have shown such commitment and dedication in ensuring that we continue to provide consistent and high-quality service to our clients.

Campaigning

SARSAS continues to work to raise awareness and challenge misconceptions about sexual violence and abuse. This year we were particularly pleased to extend our specialist service supporting women with Learning Disabilities and Autism, recruiting a project co-ordinator and additional support worker.

This year saw the completion of the National Sibling Sexual Abuse Project, led by SARSAS in partnership with Rape Crisis England and Wales, West Mercia Sexual Abuse Support and the universities of the West of England and Birmingham. This ground-breaking research project concluded with a National Conference in February 2022.

SARSAS are proud 2021 winners of the prestigious GSK Award.

Financial review

Financial summary

Income in the year totalled £1,580,750 (2021: £1,520,591) of which £1,539,859 (2021: £1,447,247) came from grant funding from several different bodies (see note 4 to the financial statements). These funds were used to provide a range of services – including counselling, helpline services, support services and training – to relieve the trauma and distress of those who have experienced sexual violence.

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Expenditure in the year totalled £1,657,656 (2021: £1,277,842) of which £1,543,442 (2021: £1,198,138) related to charitable activities. Of this amount spent on charitable activities, the most sizeable is on staff costs which totalled £998,120 (2021: £670,297).

An investment is held with Investec Wealth and Investment with the purpose of securing funds and trying to achieve higher returns. The investment is low-to-medium risk and is spread between fixed interest, equities, property, alternative assets and cash. Investment income of £3,627 (2021: £3,268) was earned in the year and the investment value has increased by £6,063 (2021: increase by £21,402).

Total funds as at 31st March 2022 were £397,481 (2021: £468,324) of which £342,319 (2021: £281,476) was unrestricted and £55,162 (2021: £186,848) was restricted and unavailable for the general purposes of the charity. Of the unrestricted funds none have been designated (2021: none).

Investment policy

The Board of Trustees has responsibility for the purchase, sale, assignment, transfer and management of all investments. Investments are defined to include, but are not limited to, any monetary or negotiable asset or property right held by the charity.

In the management of SARSAS' investments, consideration will be given to the requirements of the charity for liquidity, diversification and safety of principal, yield, maturity, quality and capability of investment management, with the primary emphasis being on safety.

The overall objective of the investment policy is to invest the charity's available funds in such a manner as to earn as high a level of return as can reasonably be achieved within the framework of the policy and consistent with the primary objective of the safety and preservation of capital.

Wherever possible, the Board of Trustees also takes social, environmental or ethical considerations into account in its investment decisions.

Reserves policy

The level of income retained in reserves is based on a realistic assessment of contractual obligations to staff (i.e., maternity, sickness and redundancy pay), running cost contingencies, winding up and dilapidation costs, risk management and any unanticipated reductions in income.

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Due to the nature of SARSAS's work, particularly with our vulnerable clients, it is vital that counselling and support are completed for each client in a sensitive and timely manner. Therefore, the running costs contingency is significant and represents an estimate of six months of skeleton operating costs prioritising the continuation and safe ending of the counselling and support work being actively provided by the organisation. Any clients on our waiting list will be contacted and signposted to other services.

For the financial year ending 31st March 2023, it is forecast that £442,500 would be required to give six months of skeleton operating costs as described above. Due to exceptional, one-off funding uplifts in the 2022/23 financial year, this figure is inflated and, for the 2023/24 financial year is forecast to reduce to £330,500. Unrestricted reserves at 31st March 2022 stand at £342,319 and are forecast to be £402,300 by 31st March 2023.

We recognise that any reserves held as cash at bank over £85,000 are at risk and will not be guaranteed by the Government should there be a collapse of the financial system. Bank balances are reviewed by the Board of Trustees on a quarterly basis as part of the management accounts process. Where the balance of a bank account exceeds £85,000 the Board of Trustees review and, where appropriate, take action to mitigate the financial risk.

Fundraising approach

Donors to SARSAS can be assured that we comply with the regulatory standards for fundraising. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice. Our Head of Fundraising and a member of the Board of Trustees are members of the Institute of Fundraising.

Our fundraising effort mainly involves encouraging donations and gifts in individuals, campaigns such as the Big Give, supporting individuals in sponsorship events and corporate charity of the year nominations.

During the year, we did not use third-party suppliers for the purposes of raising funds.

Our website outlines our complaints policy for the public and clearly explains how an individual can complain. We received Nil complaints relating to fundraising in the financial year (2021: Nil).

We acknowledge all complaints within five days and respond in full within 20 days. Complaints are dealt with in-line with our Ethical Fundraising Policy. The most serious complaints are escalated to CEO or Chair of the Board of Trustees.

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Our Fundraising and Vulnerable People policy is available on request. In addition to our policy, we have an operating procedure to protect vulnerable people.

Statement on going concern

After reviewing the charity's forecasts and projections and its reserves, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operation for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

The main risk to the organisation's ability to continue as a going concern is the loss of significant funding. To mitigate this risk, the organisation has implemented a fundraising plan which works to increase its work with a wide range of funding bodies and diversifies the portfolio of funders.

SARSAS has secured 96% of budgeted income for the 2022/23 financial year however, due to the cyclical nature of grant funding, this figure currently stands at 14% for the 2023/24 financial year.

Statutory funding is significant for the organisation and, with current grant agreements due to come to an end on 31st March 2023, SARSAS will be engaging in the recommissioning process. SARSAS is already preparing for the recommissioning process, has a proven track record for excellent service delivery, and has a strong relationship with funders.

Given the focus on sexual violence during the COVID-19 pandemic and the continuing rising demand for services for people who have experienced sexual violence, there is confidence that funders will be receptive to applications made and that funding will be secured accordingly.

SARSAS's structure was designed to accommodate the periods of expansion and contraction that many charities experience over their life cycle. Whilst the strategy is to maintain or grow the levels of service delivery in response to growing demand and waiting lists, were contraction to be required, this can be implemented in such a way that service delivery on secured grants would not be adversely affected, and unrestricted reserves are sufficient to cover any associated costs.

Structure, governance and management

Governing document

SARSAS is a private company limited by guarantee governed by its Memorandum and Articles of Association dated 29 October 2008. It is a charity registered with the Charity Commission.

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Anyone aged over 18 years of age can become a member of the Company and there are currently 39 members (2021: 39), each of whom agrees to contribute £10 in the event of the charity winding up.

Appointment of Trustees

Trustees are elected by members of the charity or co-opted and elected at General Meetings.

Where applicable, the volunteer representative is a full trustee but must declare a conflict of interest where there are disclosures that relate to her line management in her capacity as a volunteer. She is co-opted through election by her peers then elected by members at a General Meeting. Currently, there is no volunteer representative however, the Board of Trustees is looking to fill this position.

Trustee induction and training

All new Trustees receive an induction into the work of the charity as well as an introduction into the role of a trustee and its responsibilities. The induction process for new Trustees also includes training and development days.

Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Organisation

The Board of Trustees, which cannot have less than three or more than twelve members, administers the charity. The Board of Trustees normally meets quarterly. In addition, the Board operates two sub committees being the Finance, Risk and HR Sub Committee and the Strategy Sub Committee both of which meet regularly.

A Chief Executive Officer (CEO) is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and service delivery related activities.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit for their work with the charity. Any connection between a trustee or senior manager and a potential employee, supplier or service provider must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party.

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As part of the recruitment process all Trustees complete a Conflict-of-Interest statements. At each Board meeting, all Trustees must declare any changes to their conflicts of interest.

See note 22 of the financial statements for further information about related party transactions.

SARSAS leads a consortium of sexual violence support services and works in close partnership with Womankind, The Green House, and Barnardo's BASE to deliver high quality services to survivors.

Pay policy for senior staff

The pay of the senior staff is reviewed annually, along with that of all employees, and normally increased in accordance with inflation and annual earnings.

Pay benchmarking is carried out as part of the recruitment of new posts through internet searching for similar posts and discussion with partner agencies delivering sexual violence services across the country in the Rape Crisis network.

Risk management

The Trustees hold a Risk Register documenting the major risks facing the charity along with mitigating actions. This is reviewed on a regular basis as part of the rolling timetable of the Finance Risk and HR Sub Committee and the Board of Trustees.

The following are considered by the Board of Trustees to be the top five risks to the organisation where there is a medium-to-high probability of them occurring and, if this were to happen, there would be a significant impact on the organisation:

- *SARSAS is not in a sustainable financial position due to lack of grant funding, insufficient reserves, inadequate cashflow or low levels of fundraising*

SARSAS has a robust financial planning, budgeting and reporting mechanism in place. This includes detailed budgeting, review and monitoring of the reserves policy and level of reserves, cashflow forecasting and monitoring, and assessment of actual performance against the fundraising plan.

The Finance, Risk and HR Sub Committee considers and monitors the financial risk of the organisation and reports accordingly to the Board of Trustees.

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- *Safeguarding measures for service users and staff/volunteers are not in place or not adhered to*

Safeguarding policies and procedures are in place along with regular supervision and training for staff and volunteers and clear channels for reporting potential safeguarding issues.

- *Staffing levels are not appropriately maintained due to a combination of loss of key staff, high staff turnover and inability to recruit in a timely and effective manner*

SARSAS has a comprehensive HR policy framework and development plans in place. All key management positions are currently filled. Key personnel have an extended notice period which would allow sufficient time for recruitment.

Additional office space has been secured and a refurbishment completed to provide a nice working environment for staff. In addition, a hybrid working model has been put in place to allow staff to work flexibly as suitable for their role.

- *IT systems are not fit for purpose and data security is compromised*

Significant investment into the IT systems used by the organisation is ongoing. Appropriate disaster recovery plans and procedures are in place. External experts are contracted to review and maintain data security and system capability. An external specialist General Data Protection Regulation (GDPR) consultant and Data Protection Officer (DPO) has been appointed.

- *SARSAS does not work effectively with its partners*

Service level agreements and contracts are in place with all partners which include clear responsibilities and deliverables. All of the Key Performance Indicators (KPIs) are monitored closely and discussed with all partners at regular review meetings.

- *SARSAS does not deliver against its contracts*

Project appraisal procedures and performance monitoring arrangements are in place including detailed review of client feedback, outcomes and financial data. SARSAS focuses on effective partnership working with commissioners and funders.

Safeguarding statement

SARSAS is committed to safeguarding and promoting the welfare of children, young people and adults with care and support needs who use its services. The welfare of all children is paramount, and safeguarding is everyone's business⁵. The SARSAS safeguarding policy is in line with the Children Act 1989 and 2004. Section 17 and 47 of the 1989 Act imposed a positive duty to safeguard and promote the welfare of children.

Safeguarding is a specific activity that is undertaken to protect specific children and adults with care and support needs who are suffering, or are at risk of suffering, harm. All children have the right to protection regardless of gender, ethnicity, disability, sexuality, or beliefs.

All agencies have a statutory responsibility to safeguard children.

Our 'Adults at Risk Safeguarding Policy' and 'Child Safeguarding Policy' document sets out Somerset and Avon Rape and Sexual Abuse Support (SARSAS)'s overall approach to protecting children and vulnerable adults from abuse. Policies are supported by detailed procedures which explain how this policy is to be carried out by Team Members.

Everyone that SARSAS works with will be informed of our policy statements as part of an explanation of the limits of confidentiality. A copy of this policy and procedure is made available as appropriate and is also available on our website.

Plans for future periods

Long waiting lists remain our biggest challenge as demand for our service continues to exceed our service delivery capacity. We are looking at new services and innovative ways to address this. This will include the continued development of our group work programmes, incorporating a new online introduction course that we envisage will be accessible for all clients at the start of their journey with SARSAS. We also recognise that increased prevention and campaigning work is crucial if we are to have a long-term impact on the prevalence of sexual violence.

We are keen to increase our survivor voice engagement. We are developing a 'shadow board' made up of individuals with lived experience and we are expanding our survivor led group work programme.

SARSAS is an inclusive service that is committed to continually increasing diversity both internally and within our client reach. We are developing support programmes in partnership with communities that are currently underrepresented

⁵ <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/>

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in our services including BAME, refugee and LGBTQ+ organisations. We have also secured funding to develop focus groups and research around how the sexual violence sector can better support transgender people.

Trustees' responsibilities in relation to the financial statements

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

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

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

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

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Statement as to disclosure to our Independent Examiner

The Trustees confirm that, so far as they are aware at the time of approving the Trustees' annual report, there is no relevant information of which the charity's Independent Examiner is unaware. They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant information and to establish that the charity's Auditor is aware of that information.

By order of the Board of Trustees

A handwritten signature in black ink, appearing to read 'R. Walter', is written over a faint, light blue circular stamp. The signature is fluid and cursive.

18th October 2022

Independent Auditor's Report for the year ending 31 March 2022

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Independent Auditor's Report for the year ending 31 March 2022

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations necessary for the purposes of our audit.

Independent Auditor's Report for the year ending 31 March 2022

Responsibilities of the trustees

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

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

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations.

We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the charity financial statements or that had a fundamental effect on the operations of the charity. We determined that the most significant laws and regulations included United Kingdom Generally Accepted Accounting Practice and Companies Act 2006.
- We understood how the charity is complying with those legal and regulatory frameworks by making inquiries of management, and those responsible for legal and compliance procedures.

Independent Auditor's Report for the year ending 31 March 2022

- We assessed the susceptibility of the charity's financial statements to material misstatement including how fraud might occur. Audit procedures performed by the engagement team included:
 - identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;
 - challenging assumptions and judgements made by management in its significant accounting estimates; and
 - identifying and testing journal entries, in particular any journal entries with unusual characteristics.

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

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



Scott Lawrence FCA
(Senior Statutory Auditor)

For and on behalf of:

Hazlewoods LLP
Chartered Accountants and Statutory Auditors
Staverton Court
Staverton
Cheltenham
GL51 0UX

Date: 18/10/2022

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

Statement of financial activities (Income and expenditure account)
for the year ended 31 March 2022

	Notes	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
		£	£	£	£
Income & endowments from:					
Donations & legacies	3	34,759	-	34,759	52,640
Charitable activities	4	30,000	1,509,859	1,539,859	1,447,247
Other trading activities	5	2,505	-	2,505	17,436
Investments	6	3,627	-	3,627	3,268
		<u>70,891</u>	<u>1,509,859</u>	<u>1,580,750</u>	<u>1,520,591</u>
Expenditure on:					
Raising funds	7	-	(114,214)	(114,214)	(79,703)
Charitable activities	8	(16,111)	(1,527,331)	(1,543,442)	(1,198,138)
		<u>(16,111)</u>	<u>(1,641,545)</u>	<u>(1,657,656)</u>	<u>(1,277,841)</u>
Net gains/(losses) on investments	14	6,063	-	6,063	21,402
Net income		60,843	(131,686)	(70,843)	264,152
Transfers between funds	19	-	-	-	-
Net movement in funds		<u>60,843</u>	<u>(131,686)</u>	<u>(70,843)</u>	<u>264,152</u>
Reconciliation in funds					
Total funds brought forward		281,476	186,848	468,324	204,173
Total funds carried forward	19	<u><u>342,319</u></u>	<u><u>55,162</u></u>	<u><u>397,481</u></u>	<u><u>468,325</u></u>

All income and expenditure derive from continuing activities.

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

The notes on pages 27 to 46 form part of these financial statements.

**Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022**

Balance sheet as at 31 March 2022

	Notes	2022 £	2021 £
Fixed Assets			
Tangible Assets	13	62,540	29,810
Investments	14	181,291	175,228
Total fixed assets		<u>243,831</u>	<u>205,038</u>
Current Assets			
Debtors	15	150,002	172,483
Cash at bank and in hand		582,967	333,289
Total current assets		<u>732,969</u>	<u>505,772</u>
Liabilities			
Creditors: amounts falling due within one year	16	(579,319)	(242,486)
Net current assets		153,650	263,286
Net assets		<u><u>397,481</u></u>	<u><u>468,324</u></u>
The Funds of the charity			
Unrestricted funds	19	342,319	281,476
Restricted income funds	19	55,162	186,848
Total charity funds		<u><u>397,481</u></u>	<u><u>468,324</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 18th October 2022 and signed on their behalf by:



Penny Walster, Chair of Trustees

Registered Company Number: 6738639

The notes on pages 27 to 46 form part of these financial statements.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

Statement of cash flows for the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	21	289,169	271,566
		<hr/>	<hr/>
Cash flows from investing activities			
Dividends and interest from investments		3,627	3,269
Purchase of property, plant and equipment		(43,118)	(9,454)
Loss on disposal of fixed assets		-	917
		<hr/> (39,491) <hr/>	<hr/> (5,268) <hr/>
Change in cash and cash equivalents in the reporting period		249,678	266,298
Cash and cash equivalents at the beginning of the reporting period		333,289	66,991
		<hr/>	<hr/>
Cash and cash equivalents at the end of the reporting period		<hr/> 582,967 <hr/>	<hr/> 333,289 <hr/>

The charity has no debt and therefore no analysis of net debt is presented.

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Somerset and Avon Rape and Sexual Abuse Support meet the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Preparation of the accounts on a going concern basis

The charity reported a cash inflow of £249,678 (2021: £266,298) for the year. Closing reserves as at 31 March 2022 were £397,481 (2021: £468,324), of which £342,319 (2021: £281,476) were unrestricted.

The Trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund the activities of the organisation for the foreseeable future. The Trustees are therefore of the view that the charity is a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

1. Accounting policies (continued)

c) Income (continued)

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with the Charities SORP (FRS 102) the general volunteer time is not recognised in the financial statements. Refer to the Trustees' annual report for more information about their contribution.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Restricted funds are amounts which the funder has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds and their associated support costs.

1. Accounting policies (continued)

g) Expenditure and irrecoverable VAT (continued)

- Expenditure on charitable activities includes the costs associated with the provision of services to service users along with the production of materials and educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.,

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities as appropriate.

i) Operating leases

The charity classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 3 years whilst the economic life of such equipment is normally 4 years. Rental charges are charged on a straight-line basis over the term of the lease.

j) Tangible fixed assets

Individual fixed assets costing £300 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

Asset Category	Method
Fixtures and Fittings	6-3 years straight line
Computers and equipment	4 years straight line

No depreciation is charged in the year of purchase.

1. Accounting policies (continued)

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Investments

Investments listed on a recognised stock exchange are stated at mid-market value in the Balance Sheet. All movements in value arising from changes and revaluations are included in the Statement of Financial Activities.

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

p) Pensions

As part of an employee's benefit package, the charity makes an employer contribution into a personal pension scheme of each employee's choosing. Employees are automatically enrolled into the National Employment Savings Trust (NEST) unless they choose to opt into a different pension scheme of their choosing.

q) Critical accounting estimates and areas of judgement

Preparation of the financial statement requires management to make judgements and estimates. The Trustees consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

2. Legal status of the Charity

The charity is a private company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

The total number of members at 31 March 2022 was 39 (2021: 39). Any Trustees who are members of the charity are only entitled to voting rights; those Trustees have no beneficial interest in the charity.

3. Income from donations and legacies

	2022	2021
	£	£
Donations	<u>34,759</u>	<u>52,640</u>

The income from donations and legacies was £34,759 (2021: £52,640) of which £34,759 (2021: £52,640) was unrestricted and £Nil (2021: £ Nil) was restricted.

The Charity also benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS102 and the Charities SORP (FRS102), the economic contribution of general volunteers is not recognised in the accounts.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

4. Income from Charitable activities

	2022	2021
	£	£
1625 Independent People	2,704	3,117
Avon & Somerset OPCC	61,509	96,442
Avon & Somerset Police Community Action	4,960	1,736
Awards for All	-	10,000
Bailey Thomas Charitable Trust	1,500	-
Barnardo's	68,141	71,177
Bluestar Project	5,000	-
Bristol City Council	128,000	128,000
Comic Relief	-	76,668
David Family Foundation	3,694	-
Garfield Weston Foundation	25,000	8,333
GSK	30,000	-
Home Office	136,878	90,868
Kickstart Scheme	11,781	-
Lloyds Bank Foundation	24,600	42,340
Ministry of Justice – Bristol	176,245	157,886
Ministry of Justice – Taunton	176,245	164,819
NHS Bristol, North Somerset and South Gloucestershire (BNSSG) CCG	423,000	400,078
North Somerset Council	5,893	-
Quartet Community Foundation	1,250	3,750
Rape Crisis England & Wales	871	871
Somerset County Council	13,744	-
St John's Foundation	30,000	30,000
Taunton Women's Aid	10,000	2,500
The Brook Trust	33,000	18,750
The Clothesworkers' Foundation	5,909	5,000
The Edward Gostling Foundation	2,667	-
The Henry Smith Charity	55,000	55,000
The National Lottery Community Fund	-	9,994
The Nelson's Trust	40,601	-
The Nisbet Trust	15,000	15,000
The Three Guineas Trust	46,667	54,919
Total income from charitable activities	<u>1,539,859</u>	<u>1,447,247</u>

The income from charitable activities was £1,539,859 (2021: 1,447,247) of which £30,000 (2021: £ Nil) was unrestricted and £1,509,859 (2021: £1,447,247) was restricted. Details of restricted funds are set out in Note 21 to these financial statements.

**Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022**

5. Income from other trading activities

	2022 £	2021 £
Provision of training courses	725	1,000
Sale of materials	-	4,986
Other	1,780	11,950
	<u>2,505</u>	<u>17,936</u>

Income from other trading activities was £2,505 (2021: £17,936), all of which was unrestricted.

6. Investment income

	2022 £	2021 £
Investment income	<u>3,627</u>	<u>3,269</u>

Investment income of £3,627 (2021: £3,269) is from investments held in the period and is wholly unrestricted. See note 16 to these financial statements for further details.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

7. Expenditure on raising funds

	Fundraising costs £	Support Costs £	2022 Total £	2021 Total £
Staff costs	70,231	6,413	76,644	63,630
Recruitment	709	65	773	712
Support and Development (staff and volunteers)	2,333	142	2,475	1,296
Travel and subsistence (staff and volunteers)	567	52	619	140
Fundraising	19,740	-	19,740	1,770
Rent, rates and service charges	4,134	378	4,512	4,773
Printing, postage and stationery	100	10	112	469
Telephone and computer charges	2,479	226	2,706	1,716
Equipment and maintenance	605	55	660	644
General expenses	760	69	830	499
Professional fees	3,635	332	3,967	2,884
Governance costs	58	5	63	62
Annual General Meeting	-	-	-	37
Bad debt write off	125	11	136	-
Depreciation and loss on disposal of assets	898	82	979	1,073
	<u>106,374</u>	<u>7,840</u>	<u>114,214</u>	<u>79,705</u>

In the year ended 31 March 2022, expenditure of £114,214 (2021: £79,704) was incurred on raising funds, of which £nil (2021: £nil) was unrestricted.

10% of support costs have been allocated to fundraising activities in the current year (2021: 10%) based on salary allocation.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

8. Expenditure on charitable activities

	Charitable Activities £	Support Costs £	2022 Total £	2021 Total £
Staff costs	863,756	57,719	921,475	670,297
Recruitment	8,716	582	9,298	7,499
Support and Development (staff and volunteers)	43,720	1,276	44,997	36,641
Travel and subsistence (staff and volunteers)	7,074	466	7,540	1,609
Contractors and counsellors	241,505	-	241,505	245,354
Projects and other direct service costs	123,309	-	123,309	105,267
Resource development and knowledge distribution	27,019	-	27,019	3,009
Rent, rates and service charges	50,847	3,398	54,245	50,284
Printing, postage and stationery	1,259	84	1,341	4,940
Telephone and computer charges	30,492	2,038	32,530	18,084
Equipment and maintenance	7,437	497	7,934	6,780
General expenses	9,352	625	9,977	5,242
Professional fees	44,704	2,987	47,691	30,379
Governance costs	708	47	756	657
Annual General Meeting	-	-	-	384
Bad debt write off	1,532	102	1,634	-
Depreciation and loss on disposal of assets	11,038	738	11,776	11,303
Bank charges	-	415	415	409
	<u>1,472,468</u>	<u>70,974</u>	<u>1,543,442</u>	<u>1,198,138</u>

Expenditure on charitable activities was £1,543,442 (2021: £1,198,138) of which £16,111 (2021: £nil) was unrestricted and £1,527,331 (2021: £1,198,138) was restricted.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

9. Net income for the year

Net income for the year is stated after charging:

	2022	2021
	£	£
Operating leases – equipment	3,632	3,652
Depreciation (note 15)	12,755	11,460
Auditor / Independent Examiner's remuneration:		
Auditors remuneration	6,600	6,600
Independent Examination fees		-
Accountancy services	1,200	1,200
	<u>1,200</u>	<u>1,200</u>

10. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2022	2021
	£	£
Salaries and wages	898,794	670,020
Social security costs	55,058	30,764
Pension costs	44,267	33,143
	<u>998,119</u>	<u>733,927</u>

Staff costs for the year ended 31 March 2022 include £2,390 (2021: £nil) of redundancy payments relating to one redundant role.

No employees (2021: no employees) had employee benefits in excess of £60,000. Pension costs are allocated to funds in proportion to the related staffing costs incurred.

Key management personnel:

- Trustees
- Chief Executive Officer
- Head of People and Finance
- Head of Fundraising
- Head of Service Delivery

The total employee benefits of the key management personnel of the charity were £162,722 (2021: £177,800).

The Trustees were not paid and did not receive any other benefits from employment in the year (2021: £Nil). No trustee received payment for professional or other services supplied to the charity (2021: £Nil).

11. Staff numbers

The average headcount for the reporting period was 45 staff (2021: 39). The average number of full-time equivalent employees (including casual and part-time staff) during the year was 29 (2021: 22). The average number of full-time staff was 7 (2021: 5) and the average number of part-time staff was 38 (2021: 33) in the reporting period.

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

12. Corporation tax

The charity is exempt from tax on income and gains falling within Section 505 of the Taxes Act 1988 or Section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

13. Tangible fixed assets

	Fixtures and Fittings £	Computer and Office £	Total £
Cost:			
As at 1 April 2021	26,828	27,703	54,531
Additions	21,320	24,165	45,486
Disposals	-	-	-
As at 31 March 2022	48,148	51,868	100,015
Depreciation:			
As at 1 April 2021	14,006	10,715	24,721
Charge for the year	7,566	5,189	12,755
Disposals	-	-	-
At 31 March 2022	21,572	15,904	37,476
Net book value:			
As at 31 March 2021	12,822	16,988	29,810
At 31 March 2022	26,576	35,964	62,540

Somerset and Avon Rape and Sexual Abuse Support
Board of Trustees Report and Financial Statements for the year ended 31 March 2022

14. Investments

	£
Value as at 1 April 2021	175,228
Revaluation	6,063
Value as at 31 March 2022	<u>181,291</u>

The charity has a portfolio investment of £150,000 with Investec Wealth & Investment. The investment was set up with a low-to-medium risk profile.

	2022 £	2021 £
UK government and corporate bonds	40,700	56,670
Overseas Government and Corporate Bonds	13,543	-
UK equities	19,511	24,961
International equities	46,035	45,046
UK property	14,537	13,291
Other investments	41,705	31,878
Cash or cash equivalents	5,260	3,382
	<u>181,291</u>	<u>175,228</u>

15. Debtors

	2022 £	2021 £
Debtors due in more than one year	-	4,950
Trade debtors	129,046	121,949
Other debtors	6,635	2,195
Prepayments and accrued income	14,321	43,389
	<u>150,002</u>	<u>172,483</u>

As at 31 March 2022, a tenancy deposit was held valued £4,950 (2021: £4,950) relating to the lease taken on the new Taunton office building. This is now due within one year (2021: due after one year) and is considered to be fully recoverable.

Somerset and Avon Rape and Sexual Abuse Support
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16. Creditors: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	68,391	57,673
Short term compensated absences (holiday pay)	13,666	14,433
Accruals	62,612	17,380
Other creditors	9,348	8,310
Credit cards	1,420	1,086
Deferred income (see note 17)	423,882	143,604
	<u>579,319</u>	<u>242,486</u>

17. Deferred Income

Deferred income comprises income from charitable activities relating to future periods.

	£
Balance as at 1 April 2021	143,604
Amount released to income earned from charitable activities	(143,604)
Amount deferred in year	423,882
	<u>423,882</u>
Balance as at 31 March 2022 (see note 16)	<u>423,882</u>

18. Financial commitments

As at 31 March 2022, the charity had annual commitments under non-cancellable operating leases as follows:

	2022	2021
	£	£
Within one year	18,344	35,922
Between one and five years	6,406	24,750
After five years	-	-
	<u>24,750</u>	<u>60,672</u>

19. Analysis of charitable funds

	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers / Net investment gains/(loses)	Balance at 31 March 2022
	£	£	£	£	£
Unrestricted funds					
Unrestricted funds	281,476	70,891	(16,111)	6,063	342,319

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19. Analysis of charitable funds (continued)

Restricted funds	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers / Net investment gains/(loses)	Balance at 31 March 2022
1625 Independent people	-	2,704	(2,704)	-	-
Avon & Somerset OPCC	-	61,509	(61,509)	-	-
Avon & Somerset Police Community Action	-	4,960	(4,960)	-	-
Awards for All Bailey Thomas Charitable Trust	-	1,500	(1,500)	-	-
Barnardo's	-	68,141	68,141	-	-
Bluestar Project	-	5,000	(5,000)	-	-
Bristol City Council	-	128,000	(128,000)	-	-
Comic Relief	8,108	-	(8,108)	-	-
David Family Foundation	-	3,694	(3,694)	-	-
Garfield Weston Foundation	-	25,000	(25,000)	-	-
Home office	-	136,878	(136,878)	-	-
Kickstart Scheme	-	11,781	(11,781)	-	-
Lloyds Bank Foundation	16,833	24,600	(41,433)	-	-
Ministry of Justice – Bristol	-	176,245	(176,245)	-	-
Ministry of Justice – Taunton	-	176,245	(176,245)	-	-
NHS BNSSG CCG	128,921	423,000	(531,278)	-	20,643
North Somerset Council	-	5,893	(5,893)	-	-
Quartet Community Foundation	-	1,250	(1,250)	-	-
Rape Crisis England & Wales	-	871	(871)	-	-
Somerset County Council	-	13,744	(9,689)	-	4,055
St John's Foundation	32,984	30,000	(62,984)	-	-
Taunton Women's Aid	-	10,000	(10,000)	-	-
The Brook Trust	-	33,000	(33,000)	-	-
The Clothworkers Foundation	-	5,909	(5,909)	-	-
The Edward Gostling Foundation	-	2,667	(2,667)	-	-
The Henry Smith Charity	-	55,000	(55,000)	-	-
The Nelson's Trust	-	40,601	(40,601)	-	-

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19. Analysis of charitable funds (continued)

	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers / Net investment gains/(loses)	Balance at 31 March 2022
Restricted funds					
The Nisbet Trust	-	15,000	(15,000)	-	-
The Three Guineas Trust	2	46,667	(16,205)	-	30,464
	<u>186,848</u>	<u>1,509,859</u>	<u>(1,641,545)</u>	<u>-</u>	<u>55,162</u>
Total charity funds	<u>468,324</u>	<u>1,580,750</u>	<u>(1,657,656)</u>	<u>6,063</u>	<u>397,481</u>

Name of restricted funds Description, nature and purpose of fund

Independent People 1625	Funding for the provision of support, training and counselling as part of the wider Ending Women's Homelessness project.
Avon and Somerset OPCC	Funding for the charity to extend its service for women and girls in Somerset with complex needs.
Avon and Somerset Police Community Action	Funding for counselling sessions for women who have experienced rape or sexual abuse.
Bailey Thomas Charitable Trust	Funding towards a specialist support service for women with learning disabilities and autism who have experienced rape and sexual abuse.
Barnardo's	Funding the Somerset Phoenix Project which is a specialist support service for children and young people aged 5-18 and their families in Somerset, who have been affected by childhood sexual abuse.
Bluestar project	Funding for SARSAS's involvement in the Bluestar Project.
Bristol City Council	Funding towards the provision of services for Bristol-based survivors of sexual abuse including telephone helpline, one-to-one support and counselling along with education and prevention work.
Comic Relief	Comic Relief provided funding for two things in the year. One is for the Sexual Violence and Older Women project. The other was their COVID Response funding which, amongst other things, funded the development of the Live Chat service.
David Family Foundation	Funding towards a specialist support service for women with learning disabilities and autism who have experienced rape and sexual abuse.
Garfield Weston Foundation	Fund for the charity to spend on core costs such as the provision of counselling services.

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19. Analysis of charitable funds (continued)

Home Office	Funding for SARSAS's involvement in the Rape Crisis England & Wales (RCEW) National Sibling Sexual Abuse Project. The project focuses on working on how best to support adult victim-survivors of sibling sexual abuse, and children and families affected by this abuse. It is funded by the Home Office and the Ministry of Justice for two years, concluding in March 2022.
Kickstart Scheme	Funding, via the Secretary of State for Work and Pensions' Kickstart Scheme, for the recruitment and employment of apprentices with the aim to create jobs for young people at risk of long-term unemployment. provision of counselling services.
Lloyds Bank Foundation	The funding is for two projects. One focuses on the development and provision of a justice transition service whilst the other explores and develops ways to utilise the sexual violence consortium better in Bristol.
Ministry of Justice (Bristol)	Funding towards the provision of direct and front-line support to female victims of rape and sexual violence in Bristol.
Ministry of Justice (Taunton)	Funding towards the provision of direct and frontline support to female victims of rape and sexual violence within the Somerset and Avon region but outside of Bristol.
NHS BNSSG CCG	Funding to be used for the provision of counselling services for victim-survivors of recent rape and sexual abuse.
North Somerset Council	Funding to extend the counselling service for victim-survivors of rape and sexual abuse in Somerset.
Quartet Community Foundation	Funding to run art therapy workshops in Bristol for women who have experienced rape or sexual abuse.
Rape Crisis England & Wales	Funding for SARSAS's involvement in the Rape Crisis England & Wales (RCEW) National Sibling Sexual Abuse Project. The project focuses on working on how best to support adult survivors of sibling sexual abuse, and children and families affected by this abuse. It is funded by the Home Office and the Ministry of Justice for two years, concluding in March 2022.
Somerset County Council	Funding to extend the counselling service for victim-survivors of rape and sexual abuse in Somerset.

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19. Analysis of charitable funds (continued)

St John's Foundation	Funding for the charity to extend its service for women and girls in Bath and North East Somerset.
Taunton Women's Aid	Funding for counselling sessions those who have experienced sexual violence in the Somerset area.
The Brook Trust	Funding for the charity to extend its service for women and girls in North Somerset with complex needs.
The Clothworkers Foundation	Funding for the refurbishment of the new Taunton premises secured in January 2020.
The Edward Gostling Foundation	Funding towards a specialist support service for women with learning disabilities and autism who have experienced rape and sexual abuse.
The Henry Smith Charity	Salary and related costs for Specialist Support and Counselling for women who have been sexually abused.
The Nelson's Trust	Funding to provide training on sexual violence.
The Nisbet Trust	Funding towards specialist support work provided to service users in Bristol.
The Three Guineas Trust	Funding towards a specialist support service for women with learning disabilities and autism.

During the year £ Nil was transferred from restricted to unrestricted funds.

Analysis of charitable funds – year ended 31 March 2021

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers / Net investment gains/(loses) £	Balance at 31 March 2021 £
Unrestricted funds					
Unrestricted funds	139,984	73,344	-	68,148	281,476

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19. Analysis of charitable funds (continued)

Restricted funds	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers / Net investment gains/(loses)	Balance at 31 March 2021
1625 Independent people	1,554	3,117	(4,671)	-	-
Avon & Somerset OPCC	-	96,442	(92,592)	(3,850)	-
Avon & Somerset Police Community Action	-	1,735	(1,735)	-	-
Awards for All	-	10,000	(10,000)	-	-
Barnardo's	-	71,177	(71,177)	-	-
Bristol City Council	3	128,000	(128,003)	-	-
Comic Relief	(373)	76,668	(57,237)	(10,950)	8,108
Garfield Weston Foundation	(513)	8,333	(7,820)	-	-
Lloyds Bank Foundation	10,000	42,340	(35,507)	-	16,833
Ministry of Justice – Bristol	-	157,886	(152,886)	(5,000)	-
Ministry of Justice – Taunton	-	164,819	(159,819)	(5,000)	-
NHS BNSSG CCG	5,835	400,078	(276,992)	-	128,921
Quartet Community Foundation	-	3,750	(3,750)	-	-
Rape Crisis England & Wales (Digital)	4,685	871	(5,556)	-	-
Rape Crisis England & Wales (SVSCSA)	-	90,868	(90,868)	-	-
St John's Foundation	9,230	30,000	(6,246)	-	32,948
Taunton Women's Aid	-	2,500	(2,500)	-	-
The Brook Trust	8,626	18,750	(5,430)	(21,946)	-
The Clothworkers Foundation	-	5,000	(5,000)	-	-
The Henry Smith Charity	-	55,000	(55,000)	-	-
The National Lottery Community Fund	-	9,994	(9,994)	-	-
The Nelson's Trust	5,000	-	(5,000)	-	-
The Nisbet Trust	-	15,000	(15,000)	-	-
The Three Guineas Trust	20,142	54,919	(75,059)	-	2
	<u>64,189</u>	<u>1,447,247</u>	<u>(1,277,842)</u>	<u>(46,746)</u>	<u>186,848</u>
Total charity funds	<u><u>204,173</u></u>	<u><u>1,520,591</u></u>	<u><u>(1,277,842)</u></u>	<u><u>21,402</u></u>	<u><u>468,324</u></u>

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20. Analysis of net assets between funds

	Unrestricted fund £	Restricted funds £	Total £
Tangible fixed assets	-	62,540	62,540
Investments	181,291	-	181,291
Cash and bank and in hand	161,028	421,939	582,967
Current assets	-	150,002	150,002
Current liabilities	-	(579,319)	(579,319)
	<u>342,319</u>	<u>55,162</u>	<u>397,481</u>

Prior year comparative	Unrestricted fund £	Restricted funds £	Total £
Tangible fixed assets	-	29,810	29,810
Investments	175,228	-	175,228
Cash and bank and in hand	106,248	227,041	333,289
Current assets	-	172,483	172,483
Current liabilities	-	(242,486)	(242,486)
	<u>281,476</u>	<u>186,848</u>	<u>468,324</u>

21. Reconciliation of net income to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) for the reporting period	(70,843)	264,151
Adjustment for:		
Depreciation charges	12,755	11,460
Gains/(losses) on investments	(6,063)	(21,402)
Dividends and interest from investments	(3,627)	(3,268)
(Increase) in debtors	22,481	(74,363)
Increase/(decrease) in creditors	334,466	94,988
Net cash used in operating activities	<u>289,169</u>	<u>271,566</u>

22. Related party transactions

There were no related party transactions in the financial year ended 31 March 2022 (2021: None).

There were no outstanding balances with related parties as at 31 March 2022 (2021: £Nil).

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23. Capital commitments

At 31 March 2022, the organisation had £15,683 (2021: £Nil) capital commitments.

24. Financial instruments

	2022	2021
	£	£
Financial assets		
Cash	582,967	333,289
Trade debtors	129,046	121,949
Other debtors	6,635	2,195
Debtors over 1 year	-	4,950
Total financial assets	<u>718,648</u>	<u>462,383</u>
	2022	2021
	£	£
Financial liabilities		
Credit cards	1,420	1,086
Trade creditors	68,391	57,673
Other creditors	9,348	8,310
Total financial liabilities	<u>79,159</u>	<u>67,069</u>