

Company number: 06758907

Charity number: 1127126

The Dash Charity

Report and financial statements

For the year ended 31 March 2023

The Dash Charity

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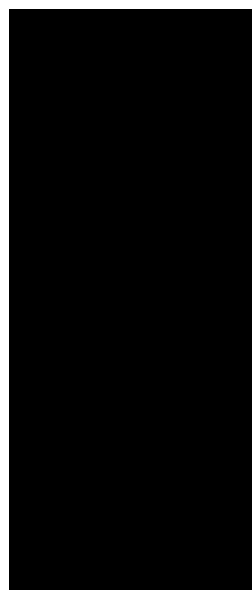
The Dash Charity

Reference and administrative details

For the year ended 31 March 2023

Company number	06758907
Country of incorporation	United Kingdom
Charity number	1127126
Country of registration	England & Wales
Registered office and Operational address	551 Fairlie Road Slough Berkshire SL1 4PY

Directors Directors who are also trustees under charity law, who served during the period and up to the date of this report were as follows:



Chair
Secretary
Safeguarding Trustee
Vice Chair

Joined 29/09/2022
Treasurer joined 23/11/22
Joined 27/01/2023
Joined 26/02/2023
Resigned 09/09/2022

Key Management Personnel	Nicola Miller	Chief Executive joined 8 th Aug 22
	Kiran Pathak	Head of Finance & Governance
	Claire Batchelor	Advocacy & Outreach Manager
	Tracey Noble	Refuge Manager

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Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Solicitors

Kidd Rapinet Solicitors
392 Edinburgh Avenue
Slough Trading Estate
Slough
Berkshire
SL1 4UF

Independent examiner Joanna Pittman FCA

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House, 108-114 Golden Lane,
LONDON,
EC1Y 0TL

The Dash Charity

Report of the Directors

For the year ended 31 March 2023

The Directors and Senior Management Team present their report and the financial statements for the year ended 31 March 2023.

Chair & CEO Report & Acknowledgement

Chair Report

It's been another challenging year for The Dash Charity. We have continued to go above and beyond for adults and children affected by domestic abuse accessing our services.

The cost of living crisis has heightened the challenges faced by both our clients and colleagues. Referrals to our advocacy and refuge services have remained high. We have worked hard to safely manage these additional challenges and continue to work hard reduce the risks of domestic abuse to our clients.

I am incredibly proud of our dedicated team of staff and volunteers. Thank you from all the trustees for the difference you make every single day.

Our Board welcomed several new trustees this year, bringing with them new perspectives and skills. We are grateful for the support of all of our wonderful trustees.

I also wanted to thank our incredible donors and funders, who continue to provide the financial stability we rely on to deliver life changing support in our local communities. We are extremely thankful for what you have enabled us to deliver this year. Without you none of this would be possible.

Our mission for the future is clear - to break the cycle of abuse and end domestic abuse once and for all. I look forward to seeing how Dash continues to grow over the next year, developing a refreshed strategy for the coming years and continuing to deliver high quality and life changing support to adults, children and families experiencing domestic abuse.

 Chair of Trustees

CEO Report

I joined Dash as CEO in August and feel incredibly proud and privileged to be at the helm of this well-known and well-loved organisation that has a lasting impact upon so many people's lives across East Berkshire and South Buckinghamshire.

The work being done by our team remains life-changing for those who have experienced domestic abuse, as staff and volunteers go the extra mile to help create stronger people, spaces and communities.

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For the year ended 31 March 2023

As we emerged from the pandemic, our focus on going above and beyond for survivors of domestic abuse has remained, giving people access to the time and space they need for as long as it takes to feel safer. However, with the challenges of the global pandemic moving slowly into the past, we have been forced to face a new reality, where the cost of living crisis has impacted victims of domestic abuse in unique and worrying ways.

A Women's Aid survey found the picture nationally was worrying. 73% said their financial links to their abuser coupled with the cost of living crisis made it harder for them to leave, while 66% said abusers were using the cost of living as another tool to abuse.

We launched our 'Cost of Leaving Crisis' campaign to raise awareness and funds to fight these issues that remain close to home for our clients. The Dash Charity has seen previous clients calling back in for referrals to foodbanks, victims staying longer in refuge because they can't afford to move out, and not being able to flee abusive homes in the first place due to worries about money. All this has been whilst Dash balances an increase in demand with the escalating cost of running refuge services.

At the same time, we have responded to the needs of our communities and introduced new services to ensure the right support is in place for the people who need it. Referrals from people aged 55+ have soared in response to the appointment and work of our older people's IDVA; we retained our hybrid delivery model of online and in-person group support programme to improve accessibility for survivors; and we have introduced popular new drop-in spaces across our local footprint.

Our refuges have adapted to demands and supported complex cases by investing the time and practice innovation to ensure a safe sanctuary flee women fleeing abuse.

Our support for children is more in demand than ever and we are pleased that we are able to collaborate with other agencies and schools to ensure young people who have lived through domestic abuse get the trauma-informed response they need to move forward.

Demand for our prevention and education programmes remains high, from training for skilled professionals to workshops in schools that tackle the normalisation of unhealthy behaviours in relationships.

We finished the year with the successful re-commissioning of Dash by Royal Borough of Windsor & Maidenhead (RBWM) for domestic abuse community services for another two years, with the option to extend for further year. We are honoured to be continuing to build upon our work and impact across the communities where we have been making a big difference.

We retained a strong presence across Slough, the location of our three refuges, and continue to work closely with Slough Borough Council on ensuring the diverse needs of its

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communities are supported through our specialist IDVAs. The 'Levelling Up' money that comes from Slough Borough Council under the Domestic Abuse Act brings vital income for our refuges and staff who run them.

As we move forward into the coming year, with a forthcoming strategy refresh, our mission to break the cycle of domestic abuse remains more vital and relevant than ever. Thank you to all the people – the staff, volunteers, friends, funders and supporters - who make this possible. Together we will make "Domestic abuse stops here" a reality.

Nicola Miller, CEO

Vision: End Domestic Abuse

Mission: To safeguard women, men and children in our community affected by Domestic Abuse, by offering a range of specialist services that will keep them safe and break the cycle of abuse.

Strategic Priorities:

- **Meeting Needs:** Provide specialist tailored services to adult and child victims, intervening as early as possible to prevent domestic abuse from happening, continuing or re-occurring
- **People:** Attract, develop, reward and retain committed staff and volunteers
- **Campaigns/awareness:** Raise awareness and challenge attitudes, beliefs and behaviours and educate our communities to prevent domestic abuse and break the cycle
- **Partnerships/Networking:** Build sustainable relationships with key stakeholders and supporters to ensure our Vision and Mission are realised
- **Fundraising/Finance:** Implement a realistic, targeted fundraising strategy to provide diversified income helping ensure our long-term sustainability

Values:

- **Client & Stakeholder Focus:** Understanding their requirements and striving to meet or exceed their expectations
- **Adaptability to Change:** Being adaptable to changes in the environment; ready and able to modify practices and behaviours
- **Quality:** Maintaining or exceeding service quality and reliability

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For the year ended 31 March 2023

- **Accountability:** Taking responsibility and seeing matters through to conclusion; seeing the bigger picture, understanding and demonstrating the part you play in the success of the whole organisation
- **Initiating Action:** Taking prompt action to accomplish objectives; taking-action to achieve goals beyond what is required; being proactive

Aims

Our overall aim is to enable positive change for those affected by domestic abuse, by keeping victims safe, breaking the cycle of abuse and allowing families and individuals to thrive. We want to ensure all victims of domestic abuse, both adults and children, receive quality support services tailored around their individual needs, so that they can live their lives free from future relationship abuse.

Our work in the community aims to challenge attitudes, preconceptions and beliefs surrounding domestic abuse. We want to prevent domestic abuse through early intervention, education and awareness. We want our work to support safer, more equal communities, so adults and children can live free from abuse.

We ensure our services are high quality and tailored around the changing needs of our surrounding communities. With this in mind, our services will:

- Provide a specialist response to victims across varying levels of risk
- Aim to reduce the risk of further abuse for each individual
- Intervene at the earliest stage possible
- Prevent domestic abuse through education, training and awareness
- Offer recovery support
- Hold perpetrators to account through the criminal justice system

Activities

Since 1976, The Dash Charity has provided emergency temporary accommodation with emotional and practical support for women and their children fleeing domestic abuse. Since 2009, the scope of our work has broadened significantly, now supporting male victims, children and young people affected by domestic abuse in our local communities, and having an extensive community-based offering to families residing within the geographical remit of the organisation.

Our services have been developed over 46 years in consultation with our beneficiaries whose voice is vital in ensuring the services we provide really do work. Each individual situation will always be assessed on its own dynamics and a bespoke plan of support developed which build on strengths, resilience and wishes of each family. We work within a strong network of partner agencies to ensure that a holistic approach is taken to support.

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For the year ended 31 March 2023

We have 3 refuges that can accommodate up to 14 families at any one time and provide safe accommodation and support for those victims at the highest risk, having to flee their homes to stay safe, often having just a small window of opportunity in which to escape. Women and their children will be supported to recover from their experiences and rediscover their confidence and independence.

We run an Outreach and Advocacy Community Service within our local community, supporting local victims of domestic abuse assessed as medium and high risk of further abuse, helping them stay safe and providing practical and intensive support, working alongside them to negotiate their own journey to safety.

We provide one to one support to children who have witnessed domestic abuse and have behavioural or emotional difficulties as a result. We run a crisis helpline for victims and practitioners and deliver training and healthy relationships workshops in schools and youth settings.

Beneficiaries of our services

The beneficiaries of our services are adults and children who have been affected, or are at risk of abuse, at the hands of a partner, ex-partner or family member.

The geographical remit of The Dash Charity community team is the Royal Borough of Windsor and Maidenhead and some areas of South Buckinghamshire. Our refuge accommodation is based in Slough and will accept referrals from all over the UK.

Achievements and performance in the delivery of public benefit

Yearly Overview

"DASH has been extremely supportive through all its services. The staff are amazing, knowledgeable and supportive. They always give you time and never make you feel you are wasting theirs." (Dash client)

The table below shows the number of unique clients we supported across all areas of service and how our reach compares to previous years:

Outputs:	2020-21	2021-22	2022-23
Total number of new referrals to Community services (prior to risk assessment)	1,072	947	690
• Total IDVA clients (high risk)	138	106	104
• Total Outreach clients (medium/standard risk)	302	310	241

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For the year ended 31 March 2023

Outputs:	2020-21	2021-22	2022-23
<ul style="list-style-type: none"><i>Signposting and brief interventions (see note below)</i>	632	531	345
Total number of children referred into children's therapeutic support	120	124	103
Total number of new referrals to refuge services (prior to risk assessment)	115	98	183
Total number of intakes into refuge	33	34	33
Total Number of Freedom attendees	29	106	93

Service Provision by team

Refuge Services

- ***100% clients reported increased safety and stronger support networks post support***
- ***100% clients reported Increased levels of confidence and optimism for the future post support, with a better understanding of domestic abuse and greater confidence in seeking help in the future***
- ***96% clients were resettled in safe and appropriate accommodation with onward support in place***
- ***90% clients fully completed all actions and goals on their personal support plan***
- ***100% had increased confidence in parenting, post support***

In refuge, we supported 46 women (1 of whom was pregnant) and 32 children across the year. Only 5 women were in our refuge accommodation more than the desired maximum stay of 6 months. This is an 80% reduction from the previous year, which saw 26 women staying on beyond 6 months. Work alongside our local authority has contributed to this pattern and success moving clients on to suitable accommodation much sooner.

Some of our highlights this year have included:

- A new donation scheme where all new occupants are donated bedding, towels and dressing gowns
- Continuing to source essential items for families from Babybank, local Social Media appeals and receiving regular donations of tins and dried foods for our shared store cupboards from local Food Banks.

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- Helping clients to navigate support services including housing, legal and social care, working together to give each client the confidence to be able to advocate for themselves once they leave refuge.
- Groundbreaking progress for a lawfully resident EU national left without support simply because of her immigration status through a legal partnership

Advocacy and Outreach Services

99% of clients reported increased feelings of safety post support

97% completion of risk assessments and safety plans for all within agreed time scales

99% of clients reported confidence in accessing support at the point of case closure

"Dash has been phenomenal during a very trying time. I am grateful to have access to these resources (Dash and Freedom). I am not sure how I would have made it through without them." (former Dash client)

The feedback from our local authority, RBWM, remains very positive against our contract, successfully achieving all agreed KPIs. In March, following a competitive tender process, we were re-awarded the contract for a further two years, with a potential 'plus one' additional year. This means we will have maintained our role as the local authority's commissioned DA provider for up to seven years.

Key highlights this year have included:

- we now have a dedicated specialist IDVA to support older victims experiencing all forms of domestic abuse who live in RBWM, Slough or South Buckinghamshire
- Obtained a Forced Marriage Protection Order, protecting the daughter and younger siblings of a client from being married against their will
- completed 8 'healthy relationships' sessions with schools and youth organisations across Slough, as part of the legacy of the Knife Angel, which was present in Slough. for January 2023. During the Knife Angel, 855 children and young people accessed Dash workshops across 5 different settings in Slough.

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Children's Services

100% children/young people completing their programme of support reported understanding that domestic abuse was not their fault, nor was it their responsibility to stop it. They all reported improved wellbeing and coping strategies too.

We continued to provide our bespoke one-to-one support to children and young people affected by domestic abuse.

The number of children referred into our children's support programmes dropped slightly following a steady increase during the Covid pandemic, but strong demand for one-to-one work with children who have been affected by domestic abuse remains. During this year our waiting list for support reduced to pre-pandemic levels for the first time.

The programmes of support are continually adapted year-round in response to young people's feedback and are focussed on the needs of the individual rather than the rigidity of a set programme.

Freedom Programme

We have continued to offer a hybrid delivery of our Freedom programme, following positive feedback and attendance of virtual and in person group sessions. These two options were trialled during the pandemic and remain popular. They meet the varying needs of clients, particularly those who work or have caring responsibilities.

A total of 93 clients accessed one of the programmes during the year across all formats.

We ran 8 10-week programmes across the year, two virtual and one face to face at a community venue in Windsor town centre. One of our virtual sessions has continued to be run in the evening in response to client feedback and to improve accessibility to this element of service provision.

Healthy relationships workshops

"Students have always been engaged throughout the sessions that [Dash] runs. The questions the students ask go beyond what they would ask their normal class teacher."

"Students in Y13 still remember the [Dash support worker] sessions from lower down the school. In particular they remember just how knowledgeable she is and that she is calm, and answers all of their questions."

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Primary and secondary schools continued to adapt and return to a post covid world, which meant a full return to in-person relationship and sex education provision. We were able to run double the number of Healthy Relationship workshops in schools this year than last year, reaching three times as many children and young people. This represented a total of 42 workshops and assemblies, attended by 1,832 pupils.

We've continued using the Expect Respect model as well as our own schools' toolkit to inform these sessions, whilst tailoring content to the circumstances of the individual young person. We've worked with 103 young people on a one-to-one basis across the year, nearly quadrupling last year's figure.

Helpdesk, Signposting and Brief interventions

We received a total of 863 calls from first-time callers/enquirers or referrers via our Helpdesk throughout the year. Many of these callers went on to receive further support from a Dash practitioner, however 365 callers were offered a brief intervention to assist them with their safety and onward journey. This represents a slight drop in last year's numbers, when we experienced unprecedented demand for our services during the Covid pandemic.

We undertake signposting and brief support interventions on a regular basis where callers/referrals would benefit from support from other partner agencies instead of Dash for a variety of reasons. Every caller is still fully assessed in terms of need and risk and a pathway of support will be discussed with the client, which will always involve immediate safety. Referrals may be made on their behalf, to other relevant agencies including counselling, housing or legal support.

Our Commissioners are keen that we refer clients to VFES (Victims First Emotional Support) if clients are assessed as standard risk or need longer term emotional support. If a client does not reside in RBWM or South Bucks, we will refer them to their local authority/DA organisation for support or source out of area refuge space on their behalf if this is an identified need.

Training and Development

Our external training this year continued to generate income as we incorporated our specialist knowledge and training skills into our fundraising strategy. We have responded to opportunities to provide paid-for and greater depth training to organisations looking to train their staff to the next level. These included law firms, housing associations and professional bodies. This year we have delivered training to 442 people.

Internal training and development remain integral at The Dash Charity and we deliver regular all-staff training days. All staff receive monthly one to one supervision with their line manager

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For the year ended 31 March 2023

and further to this we offer monthly clinical supervision with an external and clinically qualified supervisor. All staff are subject to yearly appraisals based on personal objectives linked into the charity business plan. Training plans are in place for all staff and meet accreditations and standards upheld by the charity.

Quality Assurance

The charity was one of the first to achieve and retain the **Safelives Leading Lights** accreditation and still holds it to this day. The Leading Lights accreditation programme offers specialist services a set of quality standards for supporting victims of domestic abuse. The programme was launched in 2009. We prepared this year for re-accreditation in 2023-24.

The charity is currently registered under **Ofsted's Childcare standards** and is subject to inspection.

In 2014 **National Women's Aid** launched their quality standards, developed in response to the needs of member organisations. The Charity was very proud to be amongst the first members to receive accreditation in 2015, further evidence of the quality services that are provided for supporting victims of domestic abuse. We were also delighted to receive re-accreditation in March 2019 which was valid for three years but this has been extended to five, given the pandemic. We look forward to re-accreditation in 2024.

Internally, our service standards are reviewed by the Senior Management team on an annual basis and at regular operational meetings throughout the year.

Networks and Partnership Working

Our network is extensive and we have built and maintained strong working relationships with key partners including Thames Valley Police, Local Authority Housing and Adult and Children Social Care Teams, Health, including Mental Health (CMHT) and Education. We use a number of methods to network, communicate, raise awareness and promote best practice in supporting victims of domestic abuse.

We sit on a range of local and regional Boards as well as participating in multi-agency meetings to support individual clients such as Child Protection conferences and MARAC and MATAC meetings. The Dash Charity is represented at the following multi-agency forums:

- Slough Domestic Abuse Forum
- Slough Domestic Abuse Partnership Group
- RBWM Domestic Abuse Forum
- Thames Valley Domestic Abuse Strategic Group
- RBWM DA Executive Group
- RBWM 'One Borough' networking group

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- Thames Valley DA Services Chief Execs Networking Forum
- Women's Aid CEO networking group
- SafeLives CEO networking group

Fundraising and Communications

The fundraising team consists of 1.5 Trusts & Grants writers, 1 Community Fundraising Officer and a commissioned service with fundraising experts Nova Consulting. Nova's role has included mentoring and developing the team, building capacity and expertise. Trustee [REDACTED] continued to support the fundraising team with her professional background being in marketing and communications, until Nicola joined as CEO in August.

A large focus on Trusts and Foundations continued and we also secured further statutory funding through the Office of the Thames Valley Police and Crime Commissioner. We continued to work hard to improve the charity's community presence with a number of supporter-led events and activities taking place online and face-to-face.

Our Social Media presence has remained strong with Facebook and Instagram being the main vessels for our PR and marketing.

Our board continued to meet on a bi-monthly basis, where fundraising was discussed in depth alongside the charity's finances, allowing us to respond to changing need and agree new actions as appropriate.

Fundraising Practices

We do not have any third-party fundraisers and have not breached any fundraising codes. We are signed up to the Fundraising Regulator and are compliant with their Code of Practice, being committed to high fundraising standards. We have not received any fundraising complaints to date.

Risk review

We have a risk review that is reviewed monthly by the Senior Management Team and also at every Board meeting, to ensure that all aspects of the charity are risk assessed and managed. This regular review has been particularly crucial during the pandemic. These incorporate: operational, funding, people and skills, finance, strategy, environment, competition, management technology, regulation, politics and governance. Specific actions are identified against each risk and monitored monthly.

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For the year ended 31 March 2023

Risks to clients are managed through monthly case reviews. If risks to clients escalate, a review meeting is conducted, and safety plans are amended and implemented. Risk assessments and partnership working enable us to ensure all risk management is considered.

The Senior Management team monitor our financial income and expenditure monthly, reviewing any potential financial risks. This includes assessing our management accounts as well as our cash flow position to ensure that we have a minimum of three months operating costs in reserve. We have rolling budgets to foresee the charity's financial stability and these are also reviewed monthly, and are prepared for a minimum of eighteen months to give us a long-term picture of our financial viability. Throughout regular Board meetings, risk, finance, expenditure and funding is explored and evaluated at a governance level. Risk is shared on an on-going basis through regular communication meetings with all staff, bi-monthly reports to the Board and clear communication with key stakeholders.

Remuneration

At the end of the financial year 2022/23, the key management personnel team consisted of four staff including, the Chief Executive, Head of Finance, Advocacy and Outreach Manager and Refuge Services Manager. The combined annual salaries, National Insurance & pension of these key personnel is £212,143. Salaries are benchmarked against other similar sized charities, and the salary scales are reviewed every three years, salaries were reviewed in 2020 as part of that process. Individuals' salaries are reviewed after each appraisal annually, although the charity cannot guarantee an annual review. However, we will ensure that all staff salaries are reviewed and increased at least every two years based on a satisfactory annual appraisal result.

Staffing

The Dash Charity staff team is made up of 15 full time and 7 part time members of staff. We currently have in excess of 20 volunteers that primarily support fundraising events.

Preparation, selection, vetting and vigilant maintenance are all central to our safer recruitment policy. All of our staff, students and volunteers are screened before commencing employment or volunteering with us. This means taking up references from former employers, which specifically ask questions about safeguarding, conduct and suitability to work with vulnerable clients. Identity is additionally sought from candidates prior to interview along with relevant training/ education/ qualification certificates. Our recruitment policy and volunteer policy are updated annually to ensure all recent legislation and guidance is included.

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Pre-planned interview questions with an interview panel of two staff members are used, as well as various simulation assessments, so we are further able to assess the knowledge, insight and suitability of a candidate.

All volunteers, students and staff in roles with unsupervised access to children or vulnerable adults and clients, must complete an Enhanced Disclosure and Barring Service (DBS) check before they can commence their duties. They also have to undertake safeguarding training along with our introduction to domestic abuse training when they commence their employment.

Financial Review

Total incoming resources for the year were £784,855. Of this £294,255 (37%) was generated from charitable trusts and grants, £152,331 (19%) was generated from client rent and housing benefit, £95,000 (12%) the refuge levelling up funds, £98,841 (13%) from local authorities and the remaining £144,428 (19%) from activities in the community and donations.

Expenditure

Total expenditure for the year was £835,001, of which £692,877 (83%) was spent on charitable activities; £142,124 (17%) was spent on the sustainability and development team.

We spent £197,293 (24%) on refuge, £305,355 (36%) on the Advocacy & Outreach team, £190,229 (23%) on Children's Services team.

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Reserves

As at 31 March 2023 the charity cash balance was £530,451 equivalent to 7.6 months operating expenditure. Total reserves as at 31 March 2023 was £454,922, equivalent to 6.5 months operating expenditure, which was made up of £55,582 restricted reserves and £399,340 unrestricted reserves that equates to 5.7 months running costs.

We have maintained our reserves level this year at 5.7 months. The Charity's aim is to have 3-6 months reserves level sustained across our future forecasts and to sustain reserve levels to ensure that there could be a smooth exit if this was ever required. Our strong financial management, accurate forecasts and robust risk management will ensure that we work to maintain our reserves level in the coming year.

Financial Review 2022/23

Year	Total Incoming Resources	Charitable Trusts & Grants	% Rate	Client Rent & Housing Benefit	% Rate
2020/21	939,172	387,863	41%	149,823	16%
2021/22	806,674	216,390	27%	162,787	20%
2022/ 23	784,855	294,255	38%	152,331	19%
		Local Authorities including the Dept of Levelling Up & Communities	% Rate	Community & Donations	% Rate
		132,392	14%	268,949	29%
		217,392	27%	211,005	26%
		193,841	25%	143,759	18%

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Year	Total Expenditure	Spent on Charitable Activities	% Rate	Spent on Fundraising Team	% Rate
2020/21	769,850	641,916	83%	127,934	17%
2021/22	785,360	682,742	87%	102,619	13%
2022/23	835,001	692,877	83%	142,124	17%
Spent on Refuge Team	% Rate	Spent on Advocacy Team	% Rate	Spent on Children's Team	% Rate
166,095	22%	343,128	45%	132,693	16%
207,383	26%	292,472	38%	182,887	23%
197,293	24%	305,355	36%	190,229	23%

Year	Cash Balance	Number of Months Going Concern	Total reserves	Number of Months Reserves
2020/21	489,484	7.6	483,755	7.5
2021/22	491,592	7.6	505,069	7.8
2022/23	530,451	7.6	454,922	6.5
		Restricted	Unrestricted	Number of Months Reserves
		60,791	422,964	6.6
		49,808	455,261	7.1
		55,582	399,340	5.7

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Going concern

The directors review the financial projections of both operating finance and cashflow on a monthly basis. Following these reviews, the Directors have a reasonable expectation that the Charity has adequate resources to continue its activities for the near future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements and accounts. The basis for this conclusion is:

- Continued strong financial governance
- Tight and thorough management control
- Clearly demonstrable public benefit
- Continued development of key relationships including local authority and funders
- Cautious approach to future income levels
- Proactive and agile approach to change

We have a strong and successful relationship with our commissioners at RBWM; this contract still forms the basis of core funding for community service delivery. Whilst the lack of multi-year grants is concerning, the fundraising team are working hard to seek to source and secure such funding on an ongoing basis.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 26 November 2008 and registered as a charity on 10 December 2008.

The company was established under a memorandum of association, which established the objects and powers of the charitable company and is governed under its articles of association.

On 1 April 2009, East Berkshire Women's Aid, a registered charity in England and Wales (charity number 272579), transferred all its assets, liabilities and activities to Berkshire East and South Bucks Women's Aid (BESBWA). As of 15 April 2014, the charity changed its name to The Dash Charity, standing for Domestic Abuse Stops Here.

The Chief Executive, Senior Management Team and Board of Directors followed the procedures advised by the Charity Commission before making appointments for positions. All directors give their time voluntarily and receive no benefits from the Charity. Any expenses reclaimed from the charity are set out in note 5 of the financial statements.

The Directors have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Directors consider how planned activities will contribute to the aims and objectives that have been set.

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The Chief Executive is responsible for the leadership and day-to-day management decisions and fulfilling the long and short-term objectives as per the business plan. The Chief Executive is supported by the Head of Finance who ensures the ongoing financial viability of the Charity, and the two Heads of services- Refuge and Community. All legal documents i.e. leases and contracts are signed by the Board, usually the Chair, after full consultation with the Chief Executive.

Recruitment and appointment of Directors

The Dash Charity recognises that the role of Directors involves important responsibilities, and requires not only great commitment, but also certain skills and experience. Sound governance is vital to enable The Dash Charity to achieve its aims and objectives, and therefore the recruitment of Directors should be carried out with as much care as the recruitment of paid staff, in line with Equal Opportunities policy and procedures.

Our Board has a mixed range of skills and experiences and we currently have nine Trustees. Our Board of Directors continue to show full commitment to support the senior management team and govern the Charity effectively.

Specific organisations and individuals with the skills, knowledge or experience identified as above will be targeted for recruitment and more generally, we will advertise through social media and within our networks. If individuals approach The Dash Charity and offer to become a Director they will be required to complete an application form so we can identify what skills they can bring to the organisation, if this fits the current need they will meet with the Chair and the Chief Executive to review their skill set and suitability.

Induction and Training for Directors

All Directors receive a programme of induction, co-ordinated by the Chair and Chief Executive upon appointment. A Directors induction pack is kept up to date and forms the basis of this induction.

All Directors receive our 'introduction to domestic abuse' one day training session and 'effects of domestic abuse on children' one day training session with our Training Lead. All Directors will also complete safeguarding training; we also have a named safeguarding lead Trustee, Daniel Crampton, who leads on the review of any significant safeguarding concerns raised across the organisation.

Our Directors are invited to our bi-monthly Communications meetings and have direct links to key members of staff for whom they can mentor and offer key skills. As part of the Skills Audit, the training needs of new Directors are identified and a programme of training planned to meet these needs.

The Dash Charity

Report of the Directors

For the year ended 31 March 2023

Statement of responsibilities of the Directors

The Directors (who are also trustees of The Dash Charity for the purposes of charity law) are responsible for preparing the directors' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP 2015;
- 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

The Directors 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.

Members of the Charity guarantee to contribute an amount not exceeding £10 to the assets of the Charity in the event of winding up. The Directors are members of the Charity but this entitles them only to voting rights. The Directors have no beneficial interest in the Charity.

The directors acknowledge the following responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

The Dash Charity

Report of the Directors

For the year ended 31 March 2023

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

Approved by the Directors on 21 September 2023 and signed on their behalf by:

 Chair of the Directors

Independent examiner's report

To the members of

The Dash Charity

I report on the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's 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 as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the 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, 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

Independent examiner's report

To the members of

The Dash Charity

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

Signed:

Name: Joanna Pittman FCA

Independent Examiner

Address: Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Date: 13 October 2023

The Dash Charity

Statement of Financial Activities (incorporating an Income and Expenditure Account)

For the year ended 31 March 2023

		2023			2022		
	Note	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
Income from:							
Donations and gifts	2a	12,910	121,777	134,687	–	184,799	184,799
Other Trading Activities	2b	–	19,352	19,352	–	26,154	26,154
Investment income		–	2,630	2,630	–	52	52
<i>Charitable activities</i>							
Refuge	3a	49,499	247,331	296,830	24,000	261,887	285,887
Independent Domestic Violence Advocacy	3b	124,664	98,841	223,505	87,449	117,392	204,841
Children's services	3c	107,182	669	107,851	104,941	–	104,941
Total income		294,255	490,600	784,855	216,390	590,284	806,674
Expenditure on:							
<i>Raising funds:</i>							
Costs of generating income		8,801	133,323	142,124	326	102,293	102,619
<i>Charitable activities</i>							
Refuge		48,941	148,352	197,293	27,234	180,149	207,383
Independent Domestic Violence Advocacy		119,201	186,154	305,355	96,566	195,906	292,472
Children's services		111,538	78,691	190,229	103,247	79,640	182,887
Total resources expended	4	288,481	546,520	835,001	227,373	557,988	785,361
Net (expenditure) / income for the year and net movement in funds	5	5,774	(55,920)	(50,146)	(10,983)	32,296	21,313
Transfers between funds		–	–	–	–	–	–
Net movement in funds		5,774	(55,920)	(50,146)	(10,983)	32,296	21,313
Reconciliation of funds							
Total funds brought forward		49,808	455,260	505,068	60,791	422,964	483,755
Total funds carried forward		55,582	399,340	454,922	49,808	455,260	505,068

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13a to the financial statements.

The Dash Charity

Balance sheet

Company no. 06758907

As at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	9	13,479	11,077
		<u>13,479</u>	<u>11,077</u>
Current assets			
Debtors	10	32,362	151,748
Cash at bank and in hand		530,451	491,591
		<u>562,812</u>	<u>643,339</u>
Liabilities			
Creditors: amounts due within one year	11	93,299	85,213
Net current assets		<u>469,513</u>	<u>558,126</u>
Total assets less Current liabilities		<u>482,991</u>	<u>569,203</u>
Creditors: amounts due after one year	11a	28,070	64,135
Net assets	12	<u>454,922</u>	<u>505,068</u>
The funds of the charity	13		
Restricted funds		55,582	49,808
Unrestricted funds			
General funds		399,340	455,260
Total charity funds		<u>454,922</u>	<u>505,068</u>

For the year ending 31st March 2023, the company was entitled to exemption deom audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of it's accounts for the year in question accordance to section 476.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small charities "regime."

Approved by the Directors on 21 September 2023 and signed on their behalf by:

The Dash Charity

Statement of cash flows

For the year ended 31 March 2023

	2023 £	£	2022 £	£
Cash flows from operating activities				
Net income / expenditure for the reporting period (as per the statement of financial activities)	(50,146)		21,313	
Depreciation charges	5,387		5,278	
Interest	(2,630)		(52)	
Decrease/ (increase) in debtors	119,386		(83,362)	
Increase in creditors – excluding bank loan	(27,979)		48,214	
Increase in provisions for bad debt	–		12,316	
Net cash (used in) / provided by operating activities		44,018		3,707
Cash flows from investing activities:				
Interest and rents from investments	2,630		52	
Purchase of fixed assets	(7,789)		(779)	
Net cash (used in)/ provided by investing activities		(5,159)		(727)
Cash flows from financing activities:				
HSBC Bank loan			(873)	
Net cash (used in) / provided by financing activities		–		(873)
Change in cash and cash equivalents in the year		38,859		2,108
Cash and cash equivalents at the beginning of the year		491,591		489,484
Cash and cash equivalents at the end of the year		530,451		491,591

1. Accounting policies

a) Statutory information

The Dash Charity is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is 551 Fairlie Road, Slough, Berkshire, SL1 4PY

b) 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have prepared the accounts on the going concern basis and considered if there are any material uncertainties about the charitable company's ability to continue as a going concern.

The charity receives a variety of types of income, including grants and donations, and not all income expected for the following financial period is confirmed at the date of signing of the financial statements. Therefore the trustees have considered the likely scenarios for unconfirmed income, taking into account the success rates of previous grant funding applications. The trustees have then considered the worst case scenario, given the current available information, and this does not indicate material uncertainties in the charity's ability to continue as a going concern.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that 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.

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

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation 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. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, 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.

g) 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.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1. Accounting policies (continued)

i) 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 relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, running refuges, providing child services, advocacy work and other 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.

j) Allocation of support and governance costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

▪ Cost of generating income	16%
▪ Refuge	21%
▪ Independent Domestic Violence Advocacy	39%
▪ Children's Services	24%

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Office Equipment	4 years
▪ Furniture & fittings	4 years
▪ Motor Vehicles	4 years

m) 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.

n) 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. Cash balances exclude any funds held on behalf of service users.

o) 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.

1. Accounting policies (continued)

p) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charitable company to the fund. The charitable company has no liability under the scheme other than for the payment of those contribution. All staff are enrolled as per the HMRC legislation on to the auto enrolment pension scheme.

2. a) Donations and gifts

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Grants for Fundraising & Core Cost	12,910	25,945	38,855	–	110,500	110,500
Donations from fundraisers	–	80,075	80,075	–	32,416	32,416
Corporates	–	3,386	3,386	–	30,306	30,306
Facebook	–	1,066	1,066	–	3,727	3,727
Gift aid	–	11,306	11,306	–	7,850	7,850
Total	12,910	121,777	134,687	–	184,799	184,799

2. b) Income from other trading activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Dash Events	–	1,025	1,025	–	1,807	1,807
3rd Party Events	–	4,219	4,219	–	11,248	11,248
Community	–	8,804	8,804	–	7,798	7,798
Training	–	5,304	5,304	–	5,301	5,301
Total charity income	–	19,352	19,352	–	26,154	26,154

3. Incoming resources from charitable activities

a) Refuge	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	£	£	Total £	£	£	Total £
Rent	-	136,283	136,283	-	151,300	151,300
Service charges	-	12,654	12,654	-	10,487	10,487
Slough Borough Council	-	95,000	95,000	-	100,000	100,000
Various Small Grants for Refuge Services	24,499	3,394	27,893	12,000	100	12,100
Charles Hayward	25,000	-	25,000	-	-	-
Sobell	-	-	-	12,000	-	12,000
Total	49,499	247,331	296,830	24,000	261,887	285,887

b) Independent Domestic Violence Advocacy

	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	£	£	Total £	£	£	Total £
Awards for All	-	-	-	9,948	-	9,948
Berkshire Community Foundation	-	-	-	-	-	-
The Mackie Foundation	20,000	-	20,000	20,000	-	20,000
Hodge Foundation	10,000	-	10,000	-	-	-
Nationwide	25,000	-	25,000	-	-	-
Thames Valley Police PCC	17,705	-	17,705	37,279	-	37,279
RBWM DA	15,000	98,142	113,142	-	117,392	117,392
Various Small Grants for A&O Services	36,959	699	37,658	16,430	-	16,430
Wexham A&E	-	-	-	3,792	-	3,792
Total	124,664	98,841	223,505	87,449	117,392	204,841

c) Children's services

	Restricted	Unrestricted	2023	Restricted	Unrestricted	2022
	£	£	Total £	£	£	Total £
Children in Need	31,067	-	31,067	36,091	-	36,091
Masonic	30,000	-	30,000	30,000	-	30,000
Thames Valley Police PCC	31,263	-	31,263	30,850	-	30,850
Volant	10,000	-	10,000	-	-	-
Various Small Grants for Children's Services	4,852	669	5,521	8,000	-	8,000
Total	107,182	669	107,851	104,941	-	104,941

4a. Total resources expended (current year)

	Cost of generating income £	Refuge £	Independent Domestic Violence Advocacy £	Children's services £	Governance Costs £	Support Costs £	2023 Total £	2022 Total £
Staff costs (note 6)	91,657	105,702	212,374	135,090	63,672	70,121	678,616	633,410
Staff training and conferences	278	368	920	983	–	2,925	5,474	8,438
Volunteers' costs	–	–	–	–	–	244	244	609
Fundraising costs	2,270	–	–	–	–	–	2,270	2,739
Refuge running costs	–	7,617	–	35	–	–	7,653	1,168
Bad debt provision	–	(12,316)	–	–	–	–	(12,316)	12,316
Children activities	–	1,840	–	169	–	–	2,009	3,672
Repairs and renewals	–	14,092	–	–	–	–	14,092	17,440
Office costs	4,801	32,067	5,305	817	–	37,044	80,034	56,363
Motor expenses	–	1,288	–	877	–	–	2,165	1,680
Travel and subsistence	330	256	2,952	3,155	88	166	6,948	3,754
Communications	337	552	1,154	1,048	46	6,246	9,384	8,887
Client Support	–	152	3,744	4	–	–	3,900	2,953
Depreciation	–	3,713	79	195	–	1,400	5,387	5,280
Audit and accountancy	–	–	–	–	–	6,009	6,009	10,277
Legal and professional	10,980	–	150	650	–	11,351	23,131	16,377
	110,654	155,333	226,678	143,023	63,806	135,506	835,001	785,363
Support Costs	21,396	28,528	53,489	32,094	–	(135,506)	–	–
Governance cost	10,075	13,433	25,187	15,112	(63,806)	–	–	–
Total resources expended	142,124	197,293	305,355	190,229	–	–	835,001	–
Total expenditure 2022	–	–	–	–	–	–	–	785,363

The Dash Charity

Notes to the financial statements

For the year ended 31 March 2023

4b. Total resources expended (prior year)

	Cost of generating income £	Refuge £	Independent Domestic Violence Advocacy £	Children's services £	Governance Costs £	Support Costs £	2022 Total £
Staff costs (note 6)	74,147	100,796	203,896	133,362	58,825	62,384	633,410
Staff training and conferences	335	3,480	1,600	2,266	590	166	8,438
Volunteers' costs	-	-	-	-	-	609	609
Fundraising costs	2,739	-	-	-	-	-	2,739
Refuge running costs	-	1,158	10	-	-	-	1,168
Bad debt provision	-	12,316	-	-	-	-	12,316
Children activities	-	1,188	211	2,273	-	-	3,672
Repairs and renewals	-	17,440	-	-	-	-	17,440
Office costs	4,302	27,634	5,907	2,164	-	16,355	56,363
Motor expenses	-	1,617	-	63	-	-	1,680
Travel and subsistence	329	325	1,563	1,508	-	29	3,754
Communications	247	1,006	935	689	19	5,992	8,887
Client Support	-	209	2,744	-	-	-	2,953
Depreciation	-	2,835	-	146	-	2,299	5,280
Audit and accountancy	-	-	-	-	-	10,277	10,277
Legal and professional	4,500	-	847	900	-	10,130	16,377
	86,599	170,004	217,712	143,371	59,435	108,240	785,363
Support Costs	10,341	24,130	48,260	25,509	-	(108,240)	-
Governance cost	5,679	13,250	26,499	14,007	(59,435)	-	-
Total resources expended	102,619	207,384	292,472	182,887	-	-	785,363
Total expenditure 2022	-	-	-	-	-	-	-

Notes to the financial statements

For the year ended 31 March 2023

5. Net (expenditure)/income for the year

This is stated after charging / crediting:

	2023 £	2022 £
Depreciation	5,387	5,278
Auditor's remuneration (excluding VAT):		
▪ Audit	-	7,000
Independent Examination	3,500	
Directors' remuneration	-	-
Directors' reimbursed expenses	-	-
	<u> </u>	<u> </u>

No director received reimbursement of expenses for this year during the year (2023: £nil) or (2022 was for recruitment cost : £275).

6. Staff costs and numbers

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	601,624	557,010
Social security costs	52,989	46,622
Pension contributions	21,367	20,829
Termination Cost	-	4,743
Recruitment	353	2,908
Other staff costs	2,283	1,298
	<u>678,616</u>	<u>633,410</u>

No employees earned over £60k in the financial year (2022: £nil) or (2023: £nil).

The total employee salaries of the key management personnel were 2023:£212,143 (2022: £207,985). We have had a change in our CEO this year.

The staff headcount for the year was 22 (2022: 22), allocated to activities as follows:

	2023 No.	2022 No.
Raising funds	3.00	3
Refuge	4.00	4
IDVA	7.50	8
Children Services	4.50	4
Support and governance	3.00	3
	<u>22</u>	<u>22</u>

7. Related party transactions

In the year trustees made unrestricted donations to the charity totalling £375 (2022: £300).

There are no other related party transactions to disclose for 2023 or for 2022.

8. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

9. Tangible fixed assets

	Vehicles	Office equipment £	Furniture and fittings £	Total £
Cost				
At the start of the year	9,598	7,362	20,779	37,739
Additions in the year	–	7,789	–	7,789
At the end of the year	<u>9,598</u>	<u>15,152</u>	<u>20,779</u>	<u>45,528</u>
Depreciation				
At the start of the year	3,999	2,636	20,027	26,662
Charge for the year	2,400	2,674	314	5,387
At the end of the year	<u>6,399</u>	<u>5,310</u>	<u>20,341</u>	<u>32,049</u>
Net book value				
At the end of the year	<u>3,199</u>	<u>9,842</u>	<u>438</u>	<u>13,479</u>
At the start of the year	<u>5,599</u>	<u>4,726</u>	<u>752</u>	<u>11,077</u>

10. Debtors

	2023 £	2022 £
Other debtors	–	50
Prepayments	18,427	11,017
Accrued income	13,934	140,681
	<u>32,362</u>	<u>151,748</u>

11. Creditors: amounts due within one year

	2023 £	2022 £
Trade creditors	10,052	7,789
Taxation and social security	13,287	12,633
Other creditors	3,632	3,498
Accruals	8,599	26,358
Loan Repayment	10,528	9,992
Deferred income – Grant funding for future periods	47,201	24,944
	<u>93,299</u>	<u>85,213</u>

11a. Creditors: Long term

	2023 £	2022 £
HSBC Loan	28,070	39,135
Deferred Income for Yr 23/24	–	25,000
	<u>28,070</u>	<u>64,135</u>

The bank loan with HSBC was provided as part of the Coronavirus Bounce Back Loan Scheme. Under the terms of the loan interest is payable at 2.5% per annum with final repayment due 72 months after initial drawdown. No security was required to be provided.

12a. Analysis of group net assets between funds (current year)

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	–	13,479	13,479
Net current assets	55,582	385,861	441,443
Net assets at the end of the year	55,582	399,340	454,922

12b. Analysis of group net assets between funds (prior year)

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	–	11,077	11,077
Net current assets	49,808	444,183	493,991
Net assets at the end of the year	49,808	455,260	505,068

Notes to the financial statements

For the year ended 31 March 2023

13a. Movements in funds (current year)

	At the start of the year as restated £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Restricted funds:					
Refuge					
Charles Hayward	–	25,000	25,000	–	–
Various Small Grants for Refuge Services	19,869	24,499	23,940	–	20,428
	19,869	49,499	48,940	–	20,428
Independent Domestic Violence Advocacy					
Hodge	–	10,000	10,000	–	–
Nationwide		25,000	25,000		–
RBWM		15,000	15,000		–
TVP via PCC	–	28,038	27,718	–	320
The Mackie Foundation	–	20,000	20,000	–	–
Various Small Grants for A&O Services	296	26,626	21,483	–	5,439
	296	124,664	119,201	–	5,759
Children's services					
		–	–	–	–
Children In Need	5,019	31,067	32,879	–	3,207
Masonic	23,129	30,000	33,282	–	19,847
TVP via PCC	–	31,263	31,263	–	–
Various Small Grants for Children's	–	4,852	4,114	–	738
Volant	–	10,000	10,000	–	–
	28,148	107,182	111,539	–	23,792
Voluntary					
Aviva	917	–	–	–	917
Awards for All		9,910	5,475	–	4,435
Matrix Prism		3,000	3,000	–	–
Safe Lives	578	–	327	–	251
Total restricted funds	49,808	294,255	288,481	–	55,582
General funds	455,260	490,600	546,520	–	399,340
Total unrestricted funds	455,260	490,600	546,520	–	399,340
Total funds	505,068	784,855	835,001	–	454,922

Notes to the financial statements

For the year ended 31 March 2023

13b. Movements in funds (prior year)

	At the start of the year £	Income and gains £	Expenditure and losses as restated £	Transfers £	At the end of the year as restated £
Restricted funds:					
Refuge					
Sobell	–	12,000	12,000	–	–
Various Small Grants for Refuge Services	23,103	12,000	15,234		19,869
	<u>23,103</u>	<u>24,000</u>	<u>27,234</u>	<u>–</u>	<u>19,869</u>
Independent Domestic Violence Advocacy					
Awards For All	–	9,948	9,948	–	–
MOJ via PCC	–	37,279	37,279	–	–
The Mackie Foundation	–	20,000	20,000	–	–
Various Small Grants for A&O Services	9,413	20,222	29,339	–	296
	<u>9,413</u>	<u>87,449</u>	<u>96,566</u>	<u>–</u>	<u>296</u>
Children's services					
Children In Need	110	36,091	31,182	–	5,019
Masonic	–	30,000	6,871		23,129
MOJ via PCC	–	30,850	30,850		–
Various Small Grants for Children's	1,211	8,000	9,211	–	–
UCB King Budouin	25,133	–	25,133	–	–
	<u>26,454</u>	<u>104,941</u>	<u>103,247</u>	<u>–</u>	<u>28,148</u>
Voluntary					
Aviva	917	–	–	–	917
Safe Lives	904	–	326	–	578
Total restricted funds	<u>60,791</u>	<u>216,390</u>	<u>227,373</u>	<u>–</u>	<u>49,808</u>
General funds	<u>422,964</u>	<u>590,284</u>	<u>557,988</u>	<u>–</u>	<u>455,260</u>
Total unrestricted funds	<u>422,964</u>	<u>590,284</u>	<u>557,988</u>	<u>–</u>	<u>455,260</u>
Total funds	<u>483,755</u>	<u>806,674</u>	<u>785,361</u>	<u>–</u>	<u>505,068</u>

Purposes of restricted funds

Awards for All	Community Fundariser
Charles Hayward	Refuge Worker
Children in Need	Children & Families IDVA Healthy Living Grant
Hodge	A&O Manager
Masonic	Refuge Sofa & Children's Worker
Ministry of Justice via PCC	A&O Elderly Persons IDVA & Children's Service Worker
Nationwide	Outreach Worker
RBWM	A7O team workers & Freedom Worker
The Mackie Foundation	A&O Team
Volant	Freedom Worker
Various Small Grants	Berkshire Community Foundation are our local supporters, who have provided us with some small grants towards our helpline, a boiler for our refuge, children's activities, front line support. Many other local & small grant funders have supported us through the year aswell.

14. Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2023 £	2022 £
Less than one year – office rent & refuge leases	17,622	2,947
One to five years – refuge leases	44,088	–
Over five years – refuge leases	14,696	
	<u>76,405</u>	<u>2,947</u>