

Company number: 06758907

Charity number: 1127126

# The Dash Charity

Report and financial statements

For the year ended 31 March 2025

# **The Dash Charity**

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## The Dash Charity

### Reference and administrative details

For the year ended 31 March 2025

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<b>Company number</b>	06758907
<b>Country of incorporation</b>	United Kingdom
<b>Charity number</b>	1127126
<b>Country of registration</b>	England & Wales
<b>Registered office and Operational address</b>	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:

Ginette Gower	Chair
Katarzyna Williams	Treasurer Left 09/06/2025
Bilquis Mahmood	Secretary
Daniel Crampton	Safeguarding Trustee
Amy Palasz	
Denise Bullock	
Michelle Forster	
Aderonke Oduneye	
Donna Cullimore	Joined 19/06/2024
Frida Norman	Joined 02/05/2025 – resigned 08/08/2025
Narinder Sidhu	Joined 02/05/2025

<b>Key Management Personnel</b>	Nicola Miller	Chief Executive resigned 30/04/2025
	Scarlett McLoughlin	Chief Executive joined 01/05/2025 resigned 31/07/2025
	Frida Norman	Chief Executive joined 11/08/2025
	Kiran Pathak	Head of Finance & Governance
	Claire Batchelor	Head of Advocacy & Outreach
	Tracey Noble	Head of Refuge

## **The Dash Charity**

### **Reference and administrative details**

**For the year ended 31 March 2025**

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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**

Farrah Kitabi FCA  
Sayer Vincent LLP  
Chartered Accountants and Statutory Auditor  
110 Golden Lane,  
LONDON,  
EC1Y 0TG

# **The Dash Charity**

## **Report of the Trustees**

### **For the year ended 31 March 2025**

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The Trustees and Senior Management Team present their report and the financial statements for the year ended 31 March 2025.

## **Chair & CEO Report & Acknowledgement**

### **Chair Report**

I am delighted to present The Dash Charity's Annual Report for 2024–25, reflecting a year of resilience, innovation, and deepening impact across our communities.

Over the past year, The Dash Charity has continued to adapt and grow in response to the rising demand for specialist domestic abuse services. Our updated strategy has guided us to strengthen services for survivors, promote prevention work with children and young people, and deepen our collaboration with local communities and partners.

We have successfully expanded our support for children directly affected by domestic abuse, secured important new funding streams, and led powerful awareness campaigns through initiatives like White Ribbon Day and our Workplace Domestic Abuse Pledge. Our services remain trauma-informed, survivor-led, and firmly rooted in local needs.

This year also saw The Dash Charity strengthening multi-agency partnerships, notably embedding a Domestic Abuse Specialist at Wexham Park Hospital — an important step towards earlier intervention and safeguarding in healthcare settings. Meanwhile, our Communi-tea Appeal and Big Give campaigns demonstrated the unwavering generosity of our community in standing with survivors.

The charity's financial position remains strong, a testament to our dedicated team. Our staff and volunteers have continued to deliver extraordinary support in a landscape of ongoing social and economic uncertainty.

During 2025 there were changes in senior leadership and a number of internal matters raised, which have since been subject to independent review and external examination. Our Board has acted promptly to commission these reviews and implement any recommendations arising. These actions, together with strengthened governance arrangements and improved internal controls, provide assurance that the charity is operating on a sound and sustainable basis.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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In this period of transition, the charity saw two changes in Chief Executive during 2025. Following the departure of the previous postholder and a short period of temporary leadership, the Board appointed Frida Norman as Chief Executive to provide stable and experienced leadership going forward. As an experienced trustee and CEO, Frida held a short-term post as a DASH trustee prior to joining as Chief Executive and it was agreed that her skills were ideally placed to take on the current role with DASH. She has been working closely with the trustees to progress the strengthened governance arrangements arising from the independent reviews and to support the continued delivery of high-quality services.

Looking ahead, Dash will continue to champion the voices of survivors, advocate for better recognition of children as victims in their own right, and strive to make every workplace, school, and community a safer space for those experiencing abuse.

On behalf of the Board of Trustees, I would like to extend my sincere thanks to our staff, volunteers, partners, donors, and supporters. Your belief in our mission makes it possible for us to drive real, lasting change.

Ginette Gower, Chair of Trustees, The Dash Charity

## **The Dash Charity**

### **Report of the Trustees**

**For the year ended 31 March 2025**

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#### **CEO Report**

This year has been one of both significant progress and growing challenge for The Dash Charity, as the need for our services continues to rise sharply across East Berkshire, South Buckinghamshire and beyond.

At a time when the cost-of-living crisis is deepening vulnerabilities and driving increasing complexity in cases, our team has worked tirelessly to support survivors of domestic abuse. Between April 2024 and March 2025, we provided vital specialist support to over 800 adult and child survivors, adapted services to meet emerging needs, and strengthened our partnerships with local communities, businesses, and statutory services.

One of our most urgent areas of focus has been the rising number of children directly affected by domestic abuse. With referrals for children's support exceeding 100 again this year and long waiting lists becoming the norm, it is clear that the impact of trauma on young lives is being severely underestimated nationally. Thanks to vital new funding from BBC Children in Need, the King Cullimore Charitable Trust, and Slough CVS, we are strengthening our capacity, including a dedicated Children's IDVA based in refuge accommodation. This investment is essential – but it still only scratches the surface of the true scale of need.

Our commitment to innovation and public engagement has remained strong throughout the year. Highlights included launching our Workplace Domestic Abuse Pledge on International Women's Day, helping businesses create safer spaces for employees experiencing abuse; running our successful Communi-tea Appeal for the second year to fund trauma-informed support sessions in safe public spaces; and expanding our training and awareness-raising work with employers, statutory partners and community organisations.

We have also shown leadership in the wider sector, notably submitting evidence to the 'Tell Nicole' inquiry to Parliament, speaking out about the impact of major sporting tournaments like UEFA Euros 2024 on service demand, and encouraging employers to recognise the signs of domestic abuse amongst their workforce. Our decision to leave Twitter/X in December 2024 reflected our absolute commitment to survivor safety and safeguarding in digital spaces.

This year, we continued to strengthen multi-agency partnerships, notably securing funding for a new Domestic Abuse Worker embedded within Wexham Park Hospital. Working alongside NHS safeguarding teams, this will provide early intervention and lifesaving support for patients affected by abuse.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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Financially, The Dash Charity remains stable thanks to the ongoing generosity of trusts, foundations, statutory funders, individual donors, and local community support. Our reserves remain healthy, and our ability to diversify income through fundraising campaigns such as the Big Give's Women and Girls Match Fund ensures we can invest in frontline delivery where it is needed most.

None of our successes would have been possible without the extraordinary dedication of our staff, volunteers, trustees, and partners. Their compassion, expertise and resilience in the face of increasing need inspire me daily.

There is much more work to do. Demand for our services continues to outstrip capacity, and too many survivors – particularly children – still face long waits for the support they urgently need and deserve. But with our incredible community behind us, I am confident that The Dash Charity will continue to adapt, to advocate, and to stand alongside survivors at every stage of their journey to safety, recovery, and hope.

Nicola Miller

Chief Executive Officer (31 March 2025)

The Dash Charity

## The Dash Charity

### Report of the Trustees

For the year ended 31 March 2025

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#### Strategic Overview

At The Dash Charity, our vision is simple yet powerful: **Domestic abuse stops here.** Our mission remains focused on breaking the cycle of domestic abuse so that people in our local communities can live stronger, safer lives free from fear.

Throughout 2024–25, we continued to deliver trauma-informed services that placed survivors at the heart of everything we do. We strengthened community resilience, promoted healthy relationships among young people, and expanded our collaboration with partners to maximise collective impact.

Our strategy is underpinned by five core values that continue to define our work:

1. ***We go above and beyond***  
Our people matter most, whether our teams of staff and volunteers, or local individuals and families who are victims and survivors of domestic abuse, and we strive to go as far as we can to ensure safer outcomes.
2. ***We work together***  
We champion finding solutions inclusively and collaboratively with clients, external stakeholders and each other.
3. ***We understand***  
We combine professional learning with expertise by experience, to ensure people benefit from relevant support that is informed by knowledge, skills and survivors' voices.
4. ***We strengthen***  
Our people, our communities and our sector are empowered through the quality and lasting impact of our work
5. ***We are local***  
We stay where we are needed and have built and earned our reputation and relationships that make Dash 'locally known and loved'

These values guided us through another year of increasing need, evolving complexity, and organisational adaptation. Our commitment to being a trusted, responsive, and specialist service provider for survivors of domestic abuse has never been stronger.

**'The Dash difference':** Who are we and how does Dash make a difference?

1. Going above and beyond for people: We go the distance, giving people access to the time and space they need until they feel safer.
2. Locally well-known and well-loved: We stay community-focused, well-known and well-loved locally by building trust, confidence and understanding.
3. Working in partnership: We embed a collaborative culture in everything we do to meet the diverse needs of clients in our communities.

## **The Dash Charity**

### **Report of the Trustees**

**For the year ended 31 March 2025**

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*“Without reaching out to Dash and the encouragement and support, it has helped with the tough moments so far and is helping with the realisation to the extent of what has happened. It’s so nice to not feel like you’re being judged and that when you have a call, you know what you’re talking about and will listen. Just a huge thank you for all these opportunities and support.”*

#### **About The Dash Charity:**

We have been supporting people experiencing Domestic Abuse in the communities of East Berkshire and South Buckinghamshire since 1976 for 49 years. We provide specialist support to adults and children experiencing mental health issues, modern slavery, immigration, trafficking, homelessness and complex needs associated with Domestic Abuse, empowering them to live a life beyond crisis and ensuring their voices are heard.

We help people to access free legal help, obtain injunctions, arrange for them to have screens and video-links if giving evidence at court and we will support them on the day.

We also speak up for them and advocate on their behalf with housing teams, police, social care. We provide safety devices to help them feel safer in their own home and help source donations of anything they need to make their life a little easier or a little brighter whilst they are trying to stay safe.

Our programmes help women, children and men recognise tactics of abuse, so they can feel more empowered and break the cycle of abuse.

Domestic abuse and its effects can be destructive, yet it still remains an issue which is hidden, stigmatised and one which makes for uncomfortable conversation. We know that 1 in 4 women and 1 in 5 children will be affected by domestic abuse in their lifetimes; locally, there were 56,798 reported incidents of domestic abuse to Thames Valley Police in the last 12 months; it’s likely to be the tip of the iceberg, yet numbers continue to rise year-on-year.

#### **Our current services:**

##### **Helpdesk**

Our Helpline is open Monday to Thursday from 9.30am until 3pm, Friday 9.30am to 12pm. People who need help outside these hours can leave a message if it’s safe to do so or send us a message by emailing [referrals@thedashcharity.org.uk](mailto:referrals@thedashcharity.org.uk). Our team will call them back as soon as they can, the next working day.

##### **Refuge Accommodation**

The Dash Charity runs three refuges for women across the UK. Each refuge has different sized individual bedrooms with shared living facilities. We can accommodate up to 14 women with or without children at any one time. Refuges are safehouses which provide sanctuary and support to those who are escaping domestic abuse and have nowhere else to go.

##### **Advocacy & Outreach**

Our Advocacy and Outreach Team provides specialist advice and guidance to local people experiencing any kind of abuse at the hands of a partner, ex-partner or family member. Our Independent Domestic Violence Advocates (IDVAs) and Outreach workers are professionally

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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trained to support families whatever their circumstances and work alongside them to find a practical pathway to safety.

#### Children and Young People

Our professional children's practitioners provide bespoke support to children staying in our refuges, as well as within the community. One-to-one sessions provide children with a non-judgemental space in which they can express themselves and their genuine emotions. We provide these children with tools to talk, reflect, learn, recover and develop their own strength and resilience.

#### Schools Prevention Programme

We deliver Schools workshops for children aged 6 years+ to provide education and awareness to children and young people surrounding Healthy Relationships.

In our Schools Domestic Abuse Prevention Programme, we promote safe, violence-free family relationships. Many young people do not understand what a healthy relationship looks like, and we aim to change that. We challenge the many myths surrounding domestic abuse to change attitudes and beliefs to ensure young people know where and how to seek support and advice when needed.

Services we provide:	Changes around us:	Impact we see:
Advice and advocacy	Reduced risk	Safer lives in our local communities
Community based support programmes	Improved wellbeing	Reduction in referrals to high-risk domestic abuse service
Refuge and safer accommodation	Increased safety	People moving away from domestic abuse
Support for children & young people	Happier people	Stronger young people recovering from domestic abuse
Education and prevention	Better responses to domestic abuse disclosures	Increased support and understanding for victims and survivors; Next generation prevention
Training and skills	Empowered communities and employers	Stronger outcomes for victims and survivors
Awareness-raising	Increased awareness, disclosures and referrals	Reduction in stigma and increase in safety

## The Dash Charity

### Report of the Trustees

For the year ended 31 March 2025

Central operations:	Changes around us:	Impact we see:
Fundraising & Engagement	Sustainable and accessible support services	Creating lasting change for survivors
Finance & HR	Strong, supported workforce and services	Reliable, long-term support for survivors
Senior Leadership	Engaged teams, clear decision-making, trust and confidence	Achieving the goals of our strategic plan

### 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, Slough 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

#### Annual overview

*“Thank you so much for listening to me and for supporting me when I needed the most support. I have only spoken about this once to a nurse in my previous GP and she wasn’t as good as she was only worried about the time we had taken. But when I got the courage to speak about it again, you were there for me. I truly appreciate everything you have done to me and to my family.”*

– Dash client and domestic abuse survivor

The Dash Charity's services are designed not only to respond to immediate crises but to create lasting safety, empowerment, and change. In 2024–25, we continued to deliver impactful services against a backdrop of rising demand, escalating case complexity, and external social and economic pressures.

Despite these challenges, we achieved significant progress:

We empowered over 800 adult and child survivors through our wide-reaching services—delivering life-changing advocacy, compassionate outreach, safe refuge accommodation, healing therapeutic support, and transformative preventative education.

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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We secured critical new funding streams, allowing us to continue our specialist children's services, including our dedicated Children's IDVA role in our refuges.

Our staff and volunteers provided compassionate, professional support to survivors facing multiple layers of disadvantage, including immigration barriers, financial abuse linked to the cost-of-living crisis, and challenges linked to No Recourse to Public Funds.

We enhanced public awareness through targeted campaigns, including a new Workplace Domestic Abuse Pledge and a second successful Communi-tea Appeal, underlining the importance of accessible support for survivors.

We strengthened operational resilience, maintaining a strong financial position with unrestricted reserves equivalent to 5,1 months of operating costs.

At the heart of these achievements are the individual journeys of survivors who, with our support, found safety, rebuilt their lives, and regained their independence. Their voices and experiences continue to drive our mission forward.

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

<b>Outputs:</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
Total number of new referrals to Community services (prior to risk assessment)	690	860	889
• <i>Total IDVA clients (high risk)</i>	104	93	54
• <i>Total Outreach clients (medium/standard risk)</i>	241	276	242
• <i>Signposting and brief interventions (see note below)</i>	345	491	602
Total number of children referred into children's therapeutic support	103	108	113
Total number of new referrals to refuge services (prior to risk assessment)	183	177	271
Total number of intakes into refuge	33	25	27
Total Number of Freedom attendees	93	95	107

## The Dash Charity

### Report of the Trustees

For the year ended 31 March 2025

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#### Service impact and outcomes

In 2024–25, The Dash Charity's direct services made a measurable difference to the lives of survivors, providing holistic, trauma-informed support across a wide range of programmes.

##### *Refuge Services*

Our refuges continued to provide lifesaving spaces for women and children escaping domestic abuse. Over the course of the year, we accommodated **36 women and 29 children**, offering not just physical safety, but emotional support, empowerment, and pathways to independence.

We maintained a strong focus on outcomes:

- **93%** of women reported improved feelings of safety and wellbeing at move-on.
- **90%** left refuge with stronger support networks than when they arrived.
- **96%** felt more confident about seeking help in the future.
- Over **70%** moved on into safe, sustainable accommodation within six months.

These outcomes were achieved despite high demand, complex safeguarding challenges, and the continued pressures of the wider housing crisis.

*“There are not enough words to express how grateful and thankful we are for your help and support during our time in refuge. I honestly can’t imagine which way our lives would have turned, if it wasn’t for all of you.*

*“Thank you so much for keeping us safe, thank you for making us feel welcome and thank you so much for helping us during the saddest and hardest time of our lives. Our time in refuge has given both of us the opportunity to grow stronger, become more resilient, and gain a new sense of confidence, knowing that our new journey in life will be much better and happier.”*

*– Dash refuge client and domestic abuse survivor*

##### *Advocacy and Outreach Services*

Our IDVA and Outreach teams supported **296 adult survivors** across RBWM, Slough, South Buckinghamshire, and surrounding areas.

Through dedicated Diversity and Older Persons IDVA roles, we reached communities often underrepresented in domestic abuse services, including older survivors, migrant women, and those with complex needs.

Our Helpdesk remained a critical first point of access, responding to **889** calls and referrals, offering immediate safety planning, emotional support, and referrals into longer-term services where needed.

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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**99%** of clients completing safety plans with our IDVAs achieved improved risk outcomes, reflecting the effectiveness of our structured interventions.

*“Meeting with you was something to keep me going mentally for the week.”*  
– Dash client and domestic abuse survivor

#### *Children’s Services*

Children remained at the centre of our response this year, recognised not only as witnesses to domestic abuse but as survivors in their own right.

We delivered tailored therapeutic support to children affected by abuse, alongside group prevention work in schools.

Thanks to funding from BBC Children in Need, Slough CVS, and the King Cullimore Trust, we strengthened our capacity for dedicated children’s workers to meet the rising demand.

Waiting lists for children’s services remained a challenge, often extending to four to six months — a clear indication of the wider unmet need for specialist support in our communities.

Feedback from young people, schools, and parents consistently demonstrated that our services improved children’s emotional wellbeing, safety planning skills, and understanding of healthy relationships.

#### *Freedom Programme*

Throughout 2024–25, we continued to deliver the Freedom Programme to support survivors in understanding the dynamics of domestic abuse and rebuilding self-esteem.

We delivered **Eight 10-week programmes**, offering both in-person and virtual delivery to ensure accessibility. **107 survivors** participated in sessions across the year.

Participants reported:

- Increased understanding of coercive and controlling behaviours.
- Improved emotional resilience and reduced self-blame.
- Greater confidence to make positive choices about their future relationships.

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### Report of the Trustees

#### For the year ended 31 March 2025

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The Freedom Programme remains a cornerstone of our recovery support offer, empowering survivors to move forward with strength and independence.

*“Gaby, I’m so so grateful for the experience of listening and participating in the weeks I have. It has been an eye opener for me, and overall, more understanding of what I’ve been through personally too. It certainly provided clarity of my own thoughts about, and a massive learning curve too. To understand more what I went through and that I’m not the only person, who had similar experiences, has made a huge difference to me.”*

*-Freedom participant*

#### *Healthy relationships workshops*

Our prevention work with children and young people expanded further during 2024–25.

We delivered **25 workshops and assemblies** across primary and secondary schools, reaching **1,641 pupils** with messages around healthy relationships, respect, consent, and emotional wellbeing.

The workshops received overwhelmingly positive feedback from teachers and pupils, with schools reporting improved pupil awareness of safe and respectful behaviours both in and outside of school settings.

As part of our commitment to early intervention, these sessions are vital in equipping young people with the skills and confidence to form healthy relationships and recognise abusive behaviours.

#### *Helpdesk, Signposting and Brief interventions*

The Dash Charity's Helpdesk remained a crucial access point for survivors needing immediate advice, triage, and onward referral.

Over the year, the Helpdesk responded to 889 calls and online forms, ensuring survivors received timely support, safety planning, emotional reassurance, and pathways to specialist services.

The Helpdesk also enabled professionals from partner agencies to access advice and make swift safeguarding referrals, reinforcing our role as a trusted and responsive frontline service.

#### *Training and Development*

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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This year, our external training initiatives continued to serve as a valuable income source, effectively integrating our specialised knowledge and training expertise into our fundraising strategy. We capitalised on opportunities to deliver in-depth, paid training to various organisations aiming to elevate their staff confidence and knowledge in key areas. These included collaborations with global construction firms and large UK charities.

At The Dash Charity, internal training and development remain fundamental. We conduct regular all-staff training days, ensuring continuous professional growth. Each staff member receives monthly one-on-one supervision with their line manager, complemented by monthly clinical supervision for frontline staff with an external, clinically qualified supervisor. Comprehensive training plans are in place for every staff member, adhering to the accreditations and standards upheld by the charity.

### Quality Assurance

The charity proudly retains its **Safelives Leading Lights** accreditation: a programme offering specialist services a set of quality standards for supporting victims of domestic abuse. The programme was launched in 2009 and The Dash Charity was amongst the first to hold this quality mark for its services.

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 look forward to re-accreditation in the coming year.

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

We strengthened strategic partnerships across Local Authorities, Thames Valley Police, health services, schools, and community organisations.

The appointment of a new Domestic Abuse Worker embedded within Wexham Park Hospital from January 2025 marked a major step forward in multi-agency early intervention.

Our network remains extensive and we have built and maintained strong working relationships with key partners including Local Authority Housing and Adult and Children Social Care Teams, Health, including Mental Health (CMHT) and Education, and Thames

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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Valley Police. 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 Board
- RBWM Domestic Abuse Forum
- Thames Valley Domestic Abuse Strategic Group
- RBWM DA Executive Group
- RBWM 'One Borough' networking group
- Women's Aid CEO networking group
- SafeLives CEO networking group

#### Fundraising and Communications

The fundraising team consists of a part-time Fundraising & Communications Manager and additional commissioned service with fundraising freelancers on an ad hoc basis.

Despite a challenging economic environment, The Dash Charity maintained a strong and diversified fundraising portfolio in 2024–25.

We secured income from:

- Statutory funding agreements.
- Trusts and foundations including BBC Children in Need and the King Cullimore Trust.
- Community fundraising events and appeals.
- Corporate donations and partnerships.

Key highlights included the success of our second **Communi-tea Appeal**, encouraging supporters to fund safe, trauma-informed support sessions over a symbolic cup of tea, and strong participation in the **Big Give Women and Girls Match Fund** campaign.

Our communications profile expanded through strategic campaigns:

- We launched our first **Workplace Domestic Abuse Pledge** in March 2025, engaging local employers in becoming safer workplaces for survivors.
- For **White Ribbon Day**, we published an innovative online moderation toolkit: '**From Admin to Activist**', extending our reach into digital communities and promoting safer online spaces.
- Our CEO authored an **opinion editorial published in Metro UK**, advocating for greater employer action in recognising domestic abuse amongst staff.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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We also made the safeguarding decision during the **16 Days of Activism Against Domestic Abuse** campaign in December 2024 to leave X (formerly known as Twitter), aligning with our values around survivor safety and respectful online engagement.

### **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.

### **Risk review**

The Senior Management Team and Board of Trustees maintained a robust risk management framework throughout the year.

Key areas of risk included:

- Increased demand for services against a backdrop of static or declining funding sources.
- Recruitment and retention challenges within the specialist domestic abuse workforce.
- The impact of the cost-of-living crisis on survivors' housing and financial security.
- The changing external funding environment for children's services.

Regular risk assessments and scenario planning were conducted to ensure organisational resilience.

Unrestricted Free reserves remained healthy at approximately 5.1 months of operating costs, providing a safeguard against external shocks.

### **Remuneration**

At the end of the financial year 2024/25, 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 £211,874. Salaries are benchmarked against other similar sized charities, and the salary scales are reviewed every three - five years. Salaries were reviewed in 2020 as part of that process. Individuals' salaries are reviewed 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.

## The Dash Charity

### Report of the Trustees

**For the year ended 31 March 2025**

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#### Staffing

At 31 March 2025, The Dash Charity employed **16 full-time** and **3 part-time** staff and was supported by a team of over **10 volunteers** across refuge, community fundraising, and administrative roles.

We continued to invest in staff wellbeing, professional development, and safeguarding, maintaining rigorous safer recruitment practices, including enhanced DBS checks and mandatory safeguarding training.

The dedication, compassion and professionalism of our staff and volunteers remained the driving force behind our ability to deliver life-changing support to survivors.

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.

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 £823,628. Of this £337,467 (41%) was generated from charitable trusts and grants, £128,037 (16%) was generated from client rent and housing benefit, £95,000 (12%) the refuge levelling up funds, £145,274 (18%) from local authorities and the remaining £117,850 (14%) from activities in the community and donations.

## The Dash Charity

### Report of the Trustees

#### For the year ended 31 March 2025

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##### *Expenditure*

Total expenditure for the year was £826,937, of which £766,913 (93%) was spent on charitable activities; £60,024 (7%) was spent on the sustainability and development team.

We spent £191,659 (25%) on refuge, £436,531 (57%) on the Advocacy & Outreach team, £138,723 (18%) on the Children's Services team.

##### *Reserves*

As at 31 March 2025, the charity held total funds of £487,301 (2024: £490,610), comprising restricted funds of £121,213 and unrestricted reserves of £366,088. This includes £12,196 representing the net book value of tangible fixed assets held for charitable use, which are not readily realisable for general purposes.

The unrestricted reserves represent approximately 5.3 months of operating expenditure (based on total annual expenditure of £826,937). The trustees consider this level of reserves to be appropriate to provide financial stability, manage risk, and ensure continuity of services in the event of unforeseen income shortfalls.

The charity's reserves policy is to maintain unrestricted reserves equivalent to between three and six months of operating expenditure. Current reserves therefore sit comfortably within this target range.

Excluding tangible fixed assets, the charity's **Free Reserves at 31 March 2025 are £353,892** (2024: £388,664) and represent 5.1 months of operating expenditure.

Cash and cash equivalents at year end totalled £512,055, providing sufficient liquidity to meet short-term commitments.

We have maintained our Free Reserves level this year at 5.1 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.

# The Dash Charity

## Report of the Trustees

For the year ended 31 March 2025

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### Financial Review 2024/25

Year	Total Incoming Resources	Charitable Trusts & Grants	% Rate	Client Rent & Housing Benefit	% Rate
2021/22	806,674	216,390	27%	162,787	20%
2022/23	784,855	294,255	38%	152,331	19%
2023/24	892,404	347,993	39%	147,474	17%
2024/25	823,628	337,467	41%	128,037	16%

Year	Local Authorities including the Dept of Levelling Up & Communities	% Rate	Community & Donations	% Rate
2021/22	217,392	27%	211,005	26%
2022/23	193,841	25%	143,759	18%
2023/24	240,274	27%	156,663	17%
2024/25	240,274	29%	130,178	16%

## The Dash Charity

### Report of the Trustees

For the year ended 31 March 2025

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Year	Total Expenditure	Spent on Charitable Activities	% Rate	Spent on Fundraising Team	% Rate
2021/22	785,360	682,742	87%	102,619	13%
2022/23	835,001	692,877	83%	142,124	17%
2023/24	856,716	745,434	87%	111,282	13%
2024/25	826,937	766,913	93%	60,024	7%

Spent on Refuge Team	% Rate	Spent on Advocacy Team	% Rate	Spent on Children's Team	% Rate
207,383	26%	292,472	38%	182,887	23%
197,293	24%	305,355	36%	190,229	23%
208,382	24%	385,414	45%	151,638	18%
191,659	24%	436,531	57%	138,723	18%

## **The Dash Charity**

### **Report of the Trustees**

**For the year ended 31 March 2025**

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#### **Going concern**

In assessing the charity's ability to continue as a going concern, the Trustees have considered the charity's financial position, budgets and cash flow forecasts covering at least twelve months from the date of these financial statements, alongside the principal risks and uncertainties faced.

The Trustees note that during the year there were changes in senior leadership and a number of internal matters raised, which have since been subject to independent review and external examination. The Board has acted promptly to commission these reviews and implement any recommendations arising. These actions, together with strengthened governance arrangements and improved internal controls, provide assurance that the charity is operating on a sound and sustainable basis.

At 31 March 2025, the charity held Free Reserves of £353,892, equivalent to approximately 5.1 months of core expenditure, in line with the reserves policy. Cash balances stood at £512,054. The charity continues to maintain positive relationships with its principal commissioners and funders. The existing RBWM contract remains in place until March 2026, and the charity has submitted a tender for the continuation of this work, the outcome of which is expected by early 2026. The Trustees are actively managing this and other funding opportunities to ensure continued service delivery.

Having reviewed the current financial position, forecasts and risk mitigations, the Trustees have a reasonable expectation that the charity has adequate resources to continue its operations for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

The Trustees will continue to monitor financial performance and the outcomes of the independent reviews closely and will take further actions as necessary to maintain the charity's financial resilience and public benefit.

#### **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 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). On 15 April 2014, the charity changed its name to The Dash Charity, standing for Domestic Abuse Stops Here.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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The charity is managed by a Board of Trustees who give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed are disclosed in note 5 of the financial statements. Trustees follow guidance provided by the Charity Commission, including that on public benefit, and are responsible for overseeing the strategic direction, financial stewardship, and governance of the charity.

The CEO was responsible for the leadership and day-to-day management of the charity and for achieving the objectives set out in the business plan. The CEO was supported by the Senior Management Team, including the Head of Finance and Heads of Services for Refuge and Community programs. All legal documents, including leases and contracts, were signed by the Board of Trustees, usually the Chair, after consultation with the CEO.

### **Recruitment and appointment of Trustees**

The Dash Charity recognises that the role of Trustees 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 Trustees 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 Trustees 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 Trustee, 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 Trustees**

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

All Trustees 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 Trustees 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.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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Our Trustees are invited to our quarterly all-staff 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 Direct are identified and a programme of training planned to meet these needs.

#### **Statement of responsibilities of the Trustees**

The Directors (who are also Trustees of The Dash Charity for the purposes of charity law) are responsible for preparing the trustees' 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 Trustees 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 Trustees 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 Trustees 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 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.

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 Trustees are members of the Charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the Charity.

## **The Dash Charity**

### **Report of the Trustees**

#### **For the year ended 31 March 2025**

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The Trustees 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 Trustees 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 companies' regime.

Approved by the Trustees on 18 November 2025 and signed on their behalf by:

Ginette Gower,

Chair of Trustees, The Dash Charity

## **Independent examiner's report**

### **To the members of**

#### **The Dash Charity**

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I report to the trustees on my examination of the accounts of The Dash Charity for the year ended 31 March 2025.

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 trustees of the Company you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act')/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 the Company's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011 ('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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 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**

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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: Farrah Kitabi FCA DChA

Address: Sayer Vincent LLP, 110 Golden Lane, London, EC1Y 0TG

Date: 24 November 2025

The Dash Charity

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

For the year ended 31 March 2025

		2025			2024		
	Note	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
<b>Income from:</b>							
Donations and gifts	2a	3,000	91,242	<b>94,242</b>	5,000	136,392	141,392
Other Trading Activities	2b	–	18,221	<b>18,221</b>	–	13,484	13,484
Investment income & Misc		–	7,486	<b>7,486</b>	–	6,786	6,786
<i>Charitable activities</i>							
Refuge	3a	63,715	223,037	<b>286,752</b>	52,364	242,474	294,839
Independent Domestic Violence Advocacy	3b	181,593	155,874	<b>337,467</b>	223,420	145,274	368,694
Children's services	3c	79,460	–	<b>79,460</b>	67,209	–	67,209
<b>Total income</b>		<b>327,768</b>	<b>495,860</b>	<b>823,628</b>	<b>347,993</b>	<b>544,411</b>	<b>892,404</b>
<b>Expenditure on:</b>							
<i>Raising funds:</i>							
Costs of generating income		2,385	57,639	<b>60,024</b>	10,104	101,178	111,282
<i>Charitable activities</i>							
Refuge		60,799	130,860	<b>191,659</b>	37,018	171,364	208,382
Independent Domestic Violence Advocacy		175,275	261,256	<b>436,531</b>	178,382	207,032	385,414
Children's services		63,186	75,537	<b>138,723</b>	82,982	68,656	151,638
<b>Total resources expended</b>	4	<b>301,645</b>	<b>525,292</b>	<b>826,937</b>	<b>308,485</b>	<b>548,231</b>	<b>856,716</b>
<b>Net (expenditure) / income for the year and net movement in funds</b>	5	<b>26,123</b>	<b>(29,432)</b>	<b>(3,309)</b>	<b>39,508</b>	<b>(3,820)</b>	<b>35,688</b>
Transfers between funds		–	–	–	–	–	–
<b>Net movement in funds</b>		<b>26,123</b>	<b>(29,432)</b>	<b>(3,309)</b>	<b>39,508</b>	<b>(3,820)</b>	<b>35,688</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		95,090	395,520	<b>490,611</b>	55,582	399,340	454,922
<b>Total funds carried forward</b>		<b>121,213</b>	<b>366,088</b>	<b>487,302</b>	<b>95,090</b>	<b>395,520</b>	<b>490,611</b>

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 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible fixed assets	9	12,196	19,609
		<u>12,196</u>	<u>19,609</u>
<b>Current assets</b>			
Debtors	10	21,912	20,799
Cash at bank and in hand		512,055	545,999
		<u>533,967</u>	<u>566,798</u>
<b>Liabilities</b>			
Creditors: amounts due within one year	11	54,325	79,211
<b>Net current assets</b>		<u>479,642</u>	<u>487,587</u>
<b>Total assets less Current liabilities</b>		<u>491,838</u>	<u>507,196</u>
Creditors: amounts due after one year	11a	4,536	16,585
<b>Net assets</b>	12	<u>487,302</u>	<u>490,611</u>
<b>The funds of the charity</b>	13		
Restricted funds		121,213	95,090
Unrestricted funds			
General funds		366,088	395,520
<b>Total charity funds</b>		<u>487,302</u>	<u>490,610</u>

For the year ending 31st March 2025, the company was entitled to exemption from 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 its accounts for the year in question in 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 18 November 2025 and signed on their behalf by:

# The Dash Charity

## Statement of cash flows

For the year ended 31 March 2025

	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>				
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	(3,309)		35,688	
Depreciation charges	7,413		7,474	
Interest	(7,486)		(6,786)	
(Increase) / decrease in debtors	(1,113)		11,563	
(Decrease) in creditors	(48,233)		(36,579)	
<b>Net cash (used in) / provided by operating activities</b>		(52,728)		11,360
<b>Cash flows from investing activities:</b>				
Interest and rents from investments	7,486		6,786	
Purchase of fixed assets	–		(13,604)	
<b>Net cash provided by / (used in) investing activities</b>		7,486		(6,818)
<b>Cashflows from financing activities</b>				
Loan repayments	11,297		11,006	
<b>Net cash used for financing activities</b>		11,297		11,006
<b>Change in cash and cash equivalents in the year</b>		(33,945)		15,548
Cash and cash equivalents at the beginning of the year		545,999		530,451
<b>Cash and cash equivalents at the end of the year</b>		512,055		545,999

**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	7%
▪ Refuge	22%
▪ Independent Domestic Violence Advocacy	54%
▪ Children's Services	17%

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.

Notes to the financial statements

For the year ended 31 March 2025

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 £	2025 Total £	Restricted £	Unrestricted £	2024 Total £
Grants for Fundraising & Core Cost	3,000	12,000	15,000	5,000	55,500	60,500
Donations from fundraisers	-	66,364	66,364	-	74,036	74,036
Corporates	-	8,510	8,510	-	6,120	6,120
Facebook	-	1,127	1,127	-	200	200
Gift aid	-	3,241	3,241	-	536	536
Total	3,000	91,242	94,242	5,000	136,392	141,392

2. b) Income from other trading activities

	Restricted £	Unrestricted £	2025 Total £	Restricted £	Unrestricted £	2024 Total £
Dash Events	-	-	-	-	703	703
3rd Party Events	-	2,655	2,655	-	2,940	2,940
Community	-	14,116	14,116	-	9,840	9,840
Training	-	1,450	1,450	-	-	-
Total charity income	-	18,221	18,221	-	13,484	13,484

Notes to the financial statements

For the year ended 31 March 2025

3. Incoming resources from charitable activities

			2025			2024
a) Refuge	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
Rent	-	118,434	118,434	-	136,153	136,153
Service charges	-	9,603	9,603	-	11,322	11,322
Slough Borough Council	-	95,000	95,000	-	95,000	95,000
Various Small Grants for Refuge Services anything under £10k	21,000	-	21,000	17,364	-	17,364
Charles Hayward	25,000	-	25,000	25,000	-	25,000
Berkshire Community Foundation	17,715	-	17,715	10,000	-	10,000
Total	63,715	223,037	286,752	52,364	242,474	294,839

b) Independent Domestic Violence Advocacy

			2025			2024
	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
Heart of Bucks	-	-	-	10,000	-	10,000
Berkshire Community Foundation	43,400	-	43,400	15,000	-	15,000
Hodge Foundation	-	-	-	10,000	-	10,000
King Cullimore	25,000	-	25,000	25,000	-	25,000
Nationwide	-	-	-	32,500	-	32,500
Thames Valley Police PCC (Older persons IDVA)	35,410	-	35,410	35,410	-	35,410
Thames Valley Police PCC (Diversity IDVA)	46,733	-	46,733	52,066	-	52,066
RBWM DA	-	145,274	145,274	-	145,274	145,274
Various Small Grants for A&O Services anything under £10k	21,050	10,600	31,650	15,944	-	15,944
Sobell	10,000	-	10,000	10,000	-	10,000
Total	181,593	155,874	337,467	205,920	145,274	351,194

c) Children's services

			2025			2024
	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
Children in Need	26,697	-	26,697	33,315	-	33,315
Thames Valley Police PCC	31,263	-	31,263	31,263	-	31,263
Blagrove Trust	17,500	-	17,500	17,500	-	17,500
Various Small Grants for Children's Services anything under £10k	4,000	-	4,000	2,632	-	2,632
Total	79,460	-	79,460	84,709	-	84,709

# The Dash Charity

## Notes to the financial statements

For the year ended 31 March 2025

### 4a. Total resources expended (current year)

	Cost of generating income £	Refuge £	Independent Domestic Violence Advocacy £	Children's services £	Governance Costs £	Support Costs £	2025 Total £	2024 Total £
Staff costs (note 6)	32,025	77,241	304,411	101,091	66,245	71,929	652,943	671,979
Staff training and conferences	-	260	1,400	65	-	160	1,885	4,141
Volunteers' costs	-	-	-	-	-	223	223	121
Fundraising costs	2,056	-	-	-	-	-	2,056	1,314
Refuge running costs	-	2,762	-	-	-	-	2,762	962
Children activities	-	617	745	699	-	-	2,061	3,501
Repairs and renewals	-	16,800	-	-	-	-	16,800	13,282
Office costs	3,806	37,754	10,411	231	-	35,817	88,019	92,135
Motor expenses	-	1,786	-	-	-	-	1,786	2,903
Travel and subsistence	-	188	1,618	2,880	205	60	4,951	4,422
Communications	129	3,234	2,963	683	51	1,149	8,209	7,612
Client Support	-	240	2,902	355	-	-	3,497	5,951
Depreciation	-	4,786	2,303	195	-	129	7,413	7,474
Audit and accountancy	-	-	-	-	-	7,222	7,222	6,774
Legal and professional	8,616	3,900	6,468	-	-	8,124	27,109	34,145
	46,632	149,570	333,221	106,199	66,501	124,814	826,937	856,716
Support Costs	8,737	27,459	67,399	21,218	-	(124,814)	-	-
Governance cost	4,655	14,630	35,911	11,305	(66,501)	-	-	-
<b>Total resources expended</b>	<b>60,024</b>	<b>191,659</b>	<b>436,531</b>	<b>138,723</b>	<b>-</b>	<b>-</b>	<b>826,937</b>	<b>-</b>
Total expenditure 2024	111,282	208,382	385,414	151,638	-	-	-	856,716

# The Dash Charity

## Notes to the financial statements

For the year ended 31 March 2025

### 4b. Total resources expended (prior year)

	Cost of generating income £	Refuge £	Independent Domestic Violence Advocacy £	Children's services £	Governance Costs £	Support Costs £	2024 Total £
Staff costs (note 6)	86,747	98,296	262,529	116,124	33,862	74,423	671,979
Staff training and conferences	–	110	800	1,208	110	1,914	4,141
Volunteers' costs	–	–	–	–	–	121	121
Fundraising costs	1,314	–	–	–	–	–	1,314
Refuge running costs	–	962	–	–	–	–	962
Children activities	–	2,341	402	758	–	–	3,501
Repairs and renewals	–	13,008	–	249	–	25	13,282
Office costs	3,627	34,978	9,161	331	–	44,038	92,135
Motor expenses	–	2,816	–	87	–	–	2,903
Travel and subsistence	100	119	1,805	2,264	85	50	4,422
Communications	162	1,802	2,212	408	34	2,994	7,612
Client Support	–	200	5,043	668	–	41	5,951
Depreciation	–	4,621	1,117	195	–	1,541	7,474
Audit and accountancy	–	–	–	–	–	6,774	6,774
Legal and professional	9,550	10,000	4,521	–	–	10,074	34,145
	101,499	169,253	287,590	122,291	34,091	141,993	856,716
Support Costs	7,888	31,554	78,885	23,665	–	(141,993)	–
Governance cost	1,894	7,576	18,939	5,682	(34,091)	–	–
<b>Total resources expended</b>	<b>111,282</b>	<b>208,382</b>	<b>385,414</b>	<b>151,638</b>	<b>–</b>	<b>–</b>	<b>856,716</b>

Notes to the financial statements

For the year ended 31 March 2025

5. Net income for the year

This is stated after charging / crediting:

	2025 £	2024 £
Depreciation	7,413	7,474
Independent Examination fee	4,000	3,750
Trustees Reimbursed Expenses	–	30
	<u>          </u>	<u>          </u>

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £01 for 2025 (2024: £30) incurred by 0 (2024: 1) members relating to attendance at meetings of the trustees.

6. Staff costs and numbers

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	576,577	584,580
Social security costs	49,370	47,672
Pension contributions	22,555	21,777
Termination Cost	–	9,750
Recruitment	4,027	5,591
Other staff costs	415	2,609
	<u>652,943</u>	<u>671,979</u>

No employees earned more than £60k in the financial year (2024: nil).

The total employee salaries of the key management personnel were £211,874 in 2025 (2024: £222,576).

The staff headcount for the year was 20 (2024: 23), allocated to activities as follows:

	2025 No.	2024 No.
Raising funds	1	2
Refuge	3	4
IDVA	10	11
Children Services	3	3
Support and governance	3	3
	<u>20</u>	<u>23</u>

7. Related party transactions

In the year trustees made unrestricted donations to the charity totalling £60 (2024: £60).

There are no related party transactions to disclose for 2025 or for 2024.

8. Taxation

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

9. Tangible fixed assets

	Vehicles	Office equipment £	Furniture and fittings £	Total £
<b>Cost</b>				
At the start of the year	9,598	16,004	33,531	59,133
At the end of the year	9,598	16,004	33,531	59,133
<b>Depreciation</b>				
At the start of the year	8,798	9,678	21,048	39,524
Charge for the year	800	3,230	3,383	7,413
At the end of the year	9,598	12,908	24,431	46,937
<b>Net book value</b>				
At the end of the year	–	3,096	9,100	12,196
At the start of the year	800	6,326	12,483	19,609

10. Debtors

	2025 £	2024 £
Prepayments	15,563	17,575
Accrued income	6,348	3,224
	<b>21,912</b>	<b>20,799</b>

11. Creditors: amounts due within one year

	2025 £	2024 £
Trade creditors	5,418	4,886
Taxation and social security	12,037	13,933
Pension	3,610	–
Accruals	21,054	18,875
Loan Repayment	11,759	11,006
Deferred income – Grant funding for future periods	446	30,510
	<b>54,325</b>	<b>79,211</b>

11a. Creditors: Long term

	2025 £	2024 £
HSBC Loan	4,536	16,585
	<b>4,536</b>	<b>16,585</b>

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, which was in April 2022. 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	–	12,196	12,196
Net current assets	121,213	370,188	491,401
Long term Liabilities	–	(16,295)	(16,295)
<b>Net assets at the end of the year</b>	<b>121,213</b>	<b>366,089</b>	<b>487,302</b>
Less: tangible fixed assets (not free)	–	(12,196)	(12,196)
<b>Free reserves</b>	<b>–</b>	<b>353,893</b>	<b>353,893</b>

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

	Restricted funds £	General funds £	Total funds £
Tangible fixed assets	12,752	6,857	19,609
Net current assets	82,338	405,249	487,587
Long term Liabilities	–	(16,585)	(16,585)
<b>Net assets at the end of the year</b>	<b>95,090</b>	<b>395,521</b>	<b>490,611</b>
Less: tangible fixed assets (not free)	–	(6,857)	(6,857)
<b>Free reserves</b>	<b>–</b>	<b>388,664</b>	<b>388,664</b>

## Notes to the financial statements

For the year ended 31 March 2025

## 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 £
<b>Restricted funds:</b>					
<b>Refuge</b>					
Berkshire Community Foundation	10,000	17,715	4,930	–	22,785
Charles Hayward	–	25,000	25,000	–	–
Various Small Grants for Refuge Services	25,774	21,000	30,869	–	15,905
	<u>35,774</u>	<u>63,715</u>	<u>60,799</u>	<u>–</u>	<u>38,690</u>
<b>Independent Domestic Violence Advocacy</b>					
Blagrove	9,494	17,500	14,598	–	12,396
Berkshire Community Foundation Boiler & Cleaner	10,000	–	10,000	–	–
Berkshire Community Foundation Hospital IDVA	–	43,400	10,214	–	33,186
Heart of Bucks	2,500	–	–	–	2,500
King Cullimore	2,083	25,000	27,083	–	–
TVP via PCC Diversity IDVA	11,566	30,734	42,300	–	–
TVP via PCC Older Person IDVA	703	35,410	36,113	–	–
Sobell	10,000	10,000	10,000	–	10,000
Various Small Grants for A&O Services	4,450	21,050	24,967	–	533
	<u>50,796</u>	<u>183,094</u>	<u>175,275</u>	<u>–</u>	<u>58,615</u>
<b>Children's services</b>					
Children In Need	3,629	26,697	25,904	–	4,422
Masonic	2,392	–	745	–	1,647
TVP via PCC Children's IDVA	–	31,263	31,263	–	–
Various Small Grants for Children's	2,000	4,000	5,274	–	726
	<u>8,021</u>	<u>61,960</u>	<u>63,186</u>	<u>–</u>	<u>6,795</u>
<b>Voluntary</b>					
Englefield Charitable Trust	500	–	500	–	–
Various Small Grants	–	3,000	1,885	–	1,115
	<u>500</u>	<u>3,000</u>	<u>2,385</u>	<u>–</u>	<u>1,115</u>
<b>Total restricted funds</b>	<u>95,090</u>	<u>311,769</u>	<u>301,645</u>	<u>–</u>	<u>105,215</u>
<b>General funds</b>	<u>395,520</u>	<u>495,860</u>	<u>525,292</u>	<u>–</u>	<u>366,088</u>
<b>Total unrestricted funds</b>	<u>395,520</u>	<u>495,860</u>	<u>525,292</u>	<u>–</u>	<u>366,088</u>
<b>Total funds</b>	<u>490,610</u>	<u>807,629</u>	<u>826,937</u>	<u>–</u>	<u>471,303</u>

## Notes to the financial statements

For the year ended 31 March 2025

## 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 £
<b>Restricted funds:</b>					
<b>Refuge</b>					
Berkshire Community Foundation	-	10,000	-	-	10,000
Charles Hayward	-	25,000	25,000	-	-
Various Small Grants for Refuge Services	20,428	17,364	12,018	-	25,774
	<u>20,428</u>	<u>52,364</u>	<u>37,018</u>	<u>-</u>	<u>35,774</u>
<b>Independent Domestic Violence Advocacy</b>					
Blagrove	-	17,500	8,006	-	9,494
Berkshire Community Foundation	-	15,000	5,000	-	10,000
Heart of Bucks	-	10,000	7,500	-	2,500
Hodge	-	10,000	10,000	-	-
King Cullimore	-	25,000	22,917	-	2,083
Nationwide	-	32,500	32,500	-	-
TVP via PCC	-	52,066	40,500	-	11,566
TVP via PCC	320	35,410	35,027	-	703
Sobell	-	10,000	-	-	10,000
Various Small Grants for A&O Services	5,439	15,944	16,933	-	4,450
	<u>5,759</u>	<u>223,420</u>	<u>178,383</u>	<u>-</u>	<u>50,796</u>
<b>Children's services</b>					
Children In Need	3,207	33,315	32,893	-	3,629
Masonic	19,847	-	17,455	-	2,392
TVP via PCC	-	31,263	31,263	-	-
Various Small Grants for Children's	738	2,632	1,370	-	2,000
	<u>23,792</u>	<u>67,209</u>	<u>82,982</u>	<u>-</u>	<u>8,021</u>
<b>Voluntary</b>					
Aviva	917	-	917	-	-
Awards for All	4,435	-	4,435	-	-
Englefield Charitable Trust	-	2,000	1,500	-	500
Matrix Prism	-	3,000	3,000	-	-
Safe Lives	251	-	251	-	-
	<u>5,603</u>	<u>5,000</u>	<u>10,103</u>	<u>-</u>	<u>500</u>
<b>Total restricted funds</b>	<u>55,582</u>	<u>347,993</u>	<u>308,486</u>	<u>-</u>	<u>95,089</u>
<b>General funds</b>	<u>399,340</u>	<u>544,411</u>	<u>548,231</u>	<u>-</u>	<u>395,520</u>
<b>Total unrestricted funds</b>	<u>399,340</u>	<u>544,411</u>	<u>548,231</u>	<u>-</u>	<u>395,520</u>
<b>Total funds</b>	<u>454,922</u>	<u>892,404</u>	<u>856,717</u>	<u>-</u>	<u>490,609</u>

**Purposes of restricted funds**

<b>Berkshire Community Foundation</b>	A&O team, Hospital IDVA, Refuge maintenance & Winter Warmer Grant
<b>Blagrove Charitable Trust</b>	IDVA Support, Helpline, Freedom programme
<b>Charles Hayward</b>	Refuge Worker
<b>Children in Need</b>	Children & Families IDVA Healthy Living Grant
<b>King Cullimore</b>	Outreach worker
<b>Masonic</b>	Refuge Sofa & Children's Worker
<b>Ministry of Justice via PCC</b>	A&O Elderly Persons IDVA & Diversity Support Worker & Children's Service Worker
<b>RBWM</b>	A&O team workers & Housing IDVA
<b>Sobell</b>	Helpline
<b>Various Small Grants</b>	Many local & small grant funders have supported us through the year, with advocacy support, children's activities, refuge running cost, new laptops, training etc.

**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	
	2025	2024
	£	£
Less than one year –refuge leases	11,750	11,750
One to five years – refuge leases	38,188	47,000
Over five years – refuge leases	–	2,938
	<b>49,938</b>	<b>61,688</b>