

RSVP (West Midlands) Limited
(A company limited by guarantee)

Annual Report and Financial Statements

Year ended 31 March 2021

Company registration number
06862873 (England and Wales)

Charity registration number
1134387

RSVP (West Midlands) Limited
(A company limited by guarantee)

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RSVP (West Midlands) Limited
(A company limited by guarantee)

Legal and administrative information

Charity registration number:	1134387	
Company registration number:	06862873	
Trustees:	Raman Dhillon Rachel Scott Simon Bateman Jason Clark Nigel Burbidge Sally Plumb Mandeep Hayre Parveen Hassan Faye Downs Rena Rani	Chair (Served as Joint Chair with Jason Clark until 01/02/2021 when Jason stepped down and Raman became Chair) Vice-chair Company Secretary (Served as Joint Chair with Raman Dhillon until 01/02/2021 when Jason stepped down from Joint Chair and became an ordinary Trustee on the Board) Resigned 30/03/2021 Appointed 29/05/2020 Appointed 29/05/2020 Appointed 11/08/2020
Key Management Personnel:	Lisa Thompson Anjella Darcy Sarah Lafford Yvonne Langham Fran Ford	Chief Executive Officer Head of Adult's Counselling and Well Being Services Head of Business Development Head of ISVA services Head of Children's Counselling and Well Being Services (appointed 02/11/2020)
Registered Office:	7th Floor Grosvenor House 14 Bennetts Hill Birmingham B2 5RS	
Accountant:	Anna Goodwin Accountancy Limited, Certified Accountants	
Auditors:	Feltons 8 Sovereign Court 8 Graham Street Birmingham B1 3JR	
Bankers:	Co-Operative Bank 118-120 Colmore Row Birmingham B3 3BE	
Solicitors:	Shakespeare Martineau No 1 Colmore Square Birmingham B4 6WA	

RSVP (West Midlands) Limited
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Trustees' Annual Report for the year ended 31 March 2021

The trustees present their annual report and the audited financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Trustees of the charity

The trustees who have served during the year and since the year end:

Raman Dhillon	Joint Chair until 01/02/2021 when she became Chair
Rachel Scott	Vice-chair
Simon Bateman	Company Secretary
Jason Clark	Joint Chair until 01/02/2021 when he resigned from the post and became an ordinary Trustee on the Board
Mandeep Hayre	Resigned 30/03/2021
Nigel Burbidge	
Sally Plumb	
Parveen Hassan	Appointed 29/05/2020
Faye Downs	Appointed 29/05/2020
Rena Rani	Appointed 11/08/2020

Objectives and activities

RSVP is an association which is a registered charity governed by a constitution dated 30 March 2009. In setting aims and objectives, and planning activities trustees have given careful consideration to the Charity Commission's general guidance on public benefit as defined by FRS 102.

Mission: The mission of the association is to support people who have been subjected to sexual violence and abuse to thrive and enjoy a future of hope and confidence; and to boldly stand with survivors and challenge victim blaming attitudes. The overall aim of RSVP is to relieve the trauma and distress of people who have suffered sexual abuse, sexual violence and/or sexual exploitation so they can have lives which are free from sexual trauma. The people they support include children and adults of both sexes and all genders and those subjected to sexual trauma and also the people supporting them, since these crimes have a global impact.

A Strategic Plan is prepared, which sets objectives, tasks, activities and timescales for achievement. These are regularly monitored in staff and trustee meetings and the Strategic Plan is formally reviewed by the Board annually.

The core activities are counselling (for adults and children); advocacy (for children, adults, LGBT and sex working survivors); helpline and social group services to reduce isolation and coffee mornings to increase people's coping strategies. Other services include specialised counselling and support for asylum seekers and refugees; outreach support; crisis/time limited support for children; crisis/time limited support for adults; Webchat; written self-help information; online support programme and the delivery of training and education. All these activities contribute to RSVP achieving its aims. All our services are free.

The contribution of volunteers to RSVP is invaluable and we are indebted to them for their skill, dedication and help. All the trustees are volunteers and meet eight times a year. There are also: a) volunteer counsellors (including qualified counsellors and those on placement), who each see 2-3 clients every week; b) helpline volunteers, who give two-three hours of their time every week to provide listening, emotional support and information to callers; c) fundraising volunteers who raise unrestricted funds for us; d) volunteers who assist with our website; IT; social media and administrative tasks etc.

Volunteers are reimbursed for out of pocket expenses and given support, supervision, training and development.

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Trustees' Annual Report for the year ended 31 March 2021 (continued)

Management, Staffing and Governance Arrangements

The association is governed by a Board of Trustees to consist of not less than 4 members or more than 20. The trustees are elected annually by members of this association. Induction of the trustees involves sending them details of RSVP's mission and vision, their strategy and objectives, information from the Charity Commission and trustee job descriptions. Trustees are then invited to complete an application form, undertake an interview and DBS check, provide two references, meet the RSVP team and attend and observe Trustee meetings. Once they have observed and wish to join, they can be elected to become a trustee. Trustees are regularly sent details of their roles and responsibilities and of training opportunities through the Charity Commission, BVSC and Directory or Social Change, and they have had due regard to guidance published by the Charities Commission, on public benefit. Newly appointed trustees are given an induction pack detailing useful information such as RSVP's mission and strategy and key specialisms of those on the board.

Day to day management of RSVP is delegated to Lisa Thompson, Chief Executive; Anjella Darcy, Head of Adult's Counselling and Wellbeing Services; Sarah Lafford, Head of Business Development, Yvonne Langham, Head of ISVA Services and Fran Ford, Head of Children's Counselling and Wellbeing Services. The Leadership team meet every week and provide written reports to the trustees every quarter which are reviewed at board meetings.

The trustees regularly review all matters to which the charity may be at risk, including using a risk register. There are Policies on Safeguarding, Data Protection and Confidentiality which covers RSVP procedures to ensure the safety of the adults and children that we support and the people around them. Regular need and risk assessments are undertaken, which consider suicide risk, and child and adult safeguarding issues as well as other risks (e.g. drink and drug use). In addition, clients are protected by the fact that everyone working in RSVP has a DBS check every three years.

Arrangements for setting pay and remuneration of key management personnel

The members of the board are responsible for attracting and maintaining staff. The primary benchmarks they use when setting salaries are the National Joint Council (NJC) pay scales as these offer realistic pay levels for staff (ref: navca.org.uk) and also give transparency. These pay scales enable RSVP to give the correct remuneration for level of responsibilities. The board also benchmark remuneration of RSVP staff against salaries at other similar organisations and have decided to pay everyone not only the minimum wage but also at least the living wage.

The charity makes no grants to individuals or organisations.

The charity has no subsidiary undertakings.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity with a client or supplier must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. Related party transactions in the current year are described in note 15 to the accounts.

Public benefit statement

In setting our objectives and planning our activities, the board of trustees has given careful consideration to the general guidance on public benefit published by the Charity Commission on their website at www.gov.uk/topic/running-charity/managing-charity in exercising their powers or duties.

RSVP (West Midlands) Limited is an equal opportunity employer, and strives to give full and fair consideration to all applicants for employment, training and promotions, irrespective of disability, gender, race, colour or sexual orientation.

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Trustees' Annual Report for the year ended 31 March 2021 (continued)

Achievements and performance

Aim One: To maintain core RSVP services and continue to reach more through our services

This year RSVP maintained all our core services; counselling, Independent Sexual Violence Advocacy (ISVA) for adults and children, coffee mornings; social groups and telephone helpline services. Our core services:

- i) Counselling (for adults and children). We continued to support people through this service both at our RSVP premises and at outreach sites across Birmingham and Solihull, and during lockdowns remotely via the telephone and online too. 1,280 adults were supported via our main counselling service from RSVP premises and 342 adults through counselling at our outreach sites. We also supported 346 children through our longer term counselling, which represented 23% of the total number of survivors that we supported, compared to 12% the year before and the highest proportion of under 18 year olds RSVP had ever supported.

We also supported an additional:

- 159 adults through crisis/time limited counselling
 - 64 children through crisis/time limited counselling
- ii) Independent Sexual Violence Advocacy (ISVA) for adults and children. This year we supported 457 children through advocacy and 840 adults. We also supported more adults via our specialist advocacy services, see under Aim 2, points ii) and iii).
 - iii) Telephone helpline service. We took 542 calls from survivors and the people supporting them (partners, families, friends and professionals). This does not include calls to our main office lines where we also supported survivor and the people supporting them.
 - iv) Self-help groups: including social groups and coffee mornings. We enabled 42 adults to increase coping strategies and have opportunities to socialise, a vital lifeline during lockdowns and periods of self-isolation.

Aim Two: To maintain our other RSVP services and develop new services in line with client need

In addition to maintaining all our core services we also maintained other RSVP services.

Other RSVP services:

- i) Specialist refugee and asylum seeker services, offering practical support and counselling. 53 asylum seekers/refugees benefited from this support.
- ii) Specialist Sex Worker Independent Sexual Violence Advocacy (SW-ISVA) service (called The Red Project) provided support to female sex workers who had been subjected to sexual violence, abuse and exploitation. Our service supported 45 women.
- iii) Specialist Lesbian, Gay, Bisexual and Trans (LGBT) Independent Sexual Violence Advocacy (ISVA) service provided support to LGBT people who had been subjected to sexual violence, abuse and exploitation. Our service support 45 people.
- iv) On-line support packages, "The Taste of Recovery" and "MindBody" were written by a survivor at ReConnected Life. Through this collaborative approach with RSVP these packages supported 436 survivors
- v) Training, awareness and education sessions. We delivered sessions throughout the year to 715 professionals including Police, prison staff, sexual health staff, schools, Universities, private and voluntary sector professionals, therapists and GPs.
- vi) Written self-help information. We distributed written information on paper and online too through our website, for survivors to use as self-help.
- vii) Webchat, we had chats with 130 survivors, supporters and professionals via this new service which ran from November 2020.
- viii) Information, advice and support through our website.

In total, we reached out to 1,387 children and 2,244 adults subjected to sexual violence, abuse and exploitation, through our one to one, group, Webchat and telephone based services.

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Trustees' Annual Report for the year ended 31 March 2021 (continued)

Aim Three: To reduce RSVP's reliance on grants and improve RSVP's future sustainability.

Due to increased competition for grant funding and decreased public funding we aim to reduce reliance on grants and increase unrestricted funds, including by generating our own income. We:

- Delivered training to fundraise for RSVP and share our skills and knowledge.
- Sold some crafts made by our survivor led 'Arts with Hearts' group, to raise funds. This was severely impacted by Covid though.
- Supported individual donors to fundraise for RSVP through sponsored events.
- Worked with local businesses supporting us via sponsorship, donations and corporate social responsibility.

Financial review and reserves policy

The charity's policy relating to reserves is to maintain its financial integrity as strongly as possible in relation to the grants that are available.

The net incoming resources are £1,631,909 compared to £930,487 last year. The income received last year included net assets transferred in from Birmingham Rape and Sexual Violence Project of £362,571. The net incoming resources for the year are £185,915 (2020: £292,597).

The charity had total funds at 31 March 2021 of £478,052, which included £187,059 restricted funds not available for general purposes of the charity and £290,993 of free reserves defined as unrestricted funds available for general purposes.

The financial results are good and future funding is in place.

The principal risks and uncertainties and the plans and strategies adopted to manage these risks are described in the risk management section of the report below.

Financial implications of COVID-19

The COVID-19 pandemic meant that the funding landscape was uncertain. Despite this, annual income was £1,631,909 an increase from last year. This was because we were able to both maintain existing funding and secure additional funding, including emergency COVID funding, due to the hard work of our Business Development team, who were able to pivot our fundraising at the start of the pandemic.

Future plans

As a result of wanting to strengthen future resilience and sustainability we will continue to take action to diversify income streams, to respond to the ever changing and challenging economic and funding environment. Although grants will make up the majority of our income for the foreseeable future, we will also reduce costs and introduce sustainable models. We will generate more unrestricted funds through community fundraising, social enterprise, traded income (for example by selling our specialist training) and corporate social responsibility.

We will also: Continue to reduce the times survivors have to wait to access counselling, quickening our response to them and look at service developments to better meet their needs; expand our ISVA services by recruiting more ISVA's and a new Children's ISVA Team Leader role to provide wider support to the ISVA team and remove some of the obstacles and barriers faced by particular groups, by introducing specialist BAME support, working alongside BAME organisations.

The above plans will be key in 2021/22, as maintaining our growth and increasing our future sustainability will ensure that we can continue delivering core services and reach out to children and adults subjected to sexual violence, abuse and exploitation, more quickly. We will also ensure that RSVP continues to be a place where the team can flourish, grow and develop in their roles.

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Trustees' Annual Report for the year ended 31 March 2021 (continued)

Risk Management

The Trustees have a risk management process which comprises:

- An annual review of the principal risks and uncertainties that the Charity faces.
- The establishment of policies, systems, and procedures to mitigate those risks identified in the annual review.
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise.
- The implementation of a risk register to track any risks whether internal or external, which are discussed at board meetings.

This work has identified that financial sustainability is the major financial risk for the charity. Key elements in the management of financial risk are a regular review of available funds to settle debts as they fall due and active management of operational debtor and creditor balances to ensure sufficient working capital by the Charity.

Trustees' responsibilities

The trustees (who are also directors of RSVP (West Midlands) Limited for the purposes of company law) are responsible for preparing the Trustees' Annual 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company 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 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Board on 14 September 2021 and signed on their behalf by:

 Raman Dhillon - Chair

 Rachel Scott – Vice-chair

RSVP (West Midlands) Limited
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Independent Auditor's Report to the Members of RSVP (West Midlands) Limited
(A company limited by guarantee)

Opinion

We have audited the financial statements of RSVP (West Midlands) Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Balance Sheet and Statement of Cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

RSVP (West Midlands) Limited
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Independent Auditor's Report to the Members of RSVP (West Midlands) Limited
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(continued)

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 6 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We reviewed the company's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the company's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

RSVP (West Midlands) Limited
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Independent Auditor's Report to the Members of RSVP (West Midlands) Limited
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(continued)

Auditor's responsibilities for the audit of the financial statements (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



David W Farnsworth FCA (Senior Statutory Auditor)

For and on behalf of Feltons, Statutory Auditor
8 Sovereign Court
8 Graham Street
Birmingham B1 3JR

25 November 2021

RSVP (West Midlands) Limited
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Statement of Financial Activities for the year ended 31 March 2021
(including Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £	Total 2020 £
Incoming Resources						
Incoming resources from generated funds:						
Voluntary income						
Donations and gifts	2	38,559			38,559	27,127
Net assets transferred in	16					362,571
Activities for generating funds:						
Merchandising income	3	61,902			61,902	16,121
Incoming resources from charitable activities:						
29 th May 1961 Trust			10,000		10,000	10,000
Big Lottery Fund			104,980		104,980	53,055
Birmingham City Council			29,492		29,492	
Birmingham Children's Trust			116,650		116,650	29,355
BBC Children in Need			39,153		39,153	20,981
Coronavirus Job Retention Scheme			9,969		9,969	
Clothworker's Foundation			4,245		4,245	
Feminist Review Trust						4,300
GSK Impact Award 2018						115
Heart of England Community Foundation			5,000		5,000	
Henry Smith			58,600		58,600	53,717
Lloyds Bank Foundation – England & Wales			48,329		48,329	33,332
Moseley Alternative Giving Campaign (MAGC)						400
Ministry of Justice Rape Support		56,613	253,194		309,807	47,228
Rosa			48,793		48,793	
Sheldon Trust			9,900		9,900	9,900
Small grants		4,583	4,190		8,773	
Tampon Tax						22,159
UHBFT			226,807		226,807	145,949
Thrive						3,430
W A Cadbury Foundation			5,000		5,000	
West Midlands PCC – Victims Fund			495,950		495,950	90,747
Total incoming resources		161,657	1,470,252		1,631,909	930,487
Resources expended						
Cost of generating funds:						
Fund-raising costs		18	30,698		30,716	21,114
Merchandising costs					-	189
		18	30,698		30,716	21,303
Charitable activities		43,053	1,372,225		1,415,278	616,587
Total resources expended	4	43,071	1,402,923		1,445,994	637,890
Net incoming resources		118,586	67,329		185,915	292,597
Net movement in funds						
Fund balances brought forward at 1 April 2020		172,407	119,730		292,137	(460)
Fund balances carried forward at 31 March 2021	12	290,993	187,059		478,052	292,137

All income and expenditure relates to continuing activities.
All gains and losses recognised in the year are included above.

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Balance Sheet as at 31 March 2021
Company number : 06862873

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	8	19,516	4,485
Current assets			
Debtors	9	223,162	146,211
Cash at bank and in hand		505,940	245,698
		<u>729,102</u>	<u>391,909</u>
Creditors: amounts falling due within one year	10	(270,566)	(104,257)
Net current assets		<u>458,536</u>	<u>287,652</u>
Total assets less current liabilities		<u>478,052</u>	<u>292,137</u>
Net assets		<u>478,052</u>	<u>292,137</u>
Funds:			
Unrestricted funds			
General funds	12	290,993	172,407
Restricted funds	12	187,059	119,730
Total funds		<u>478,052</u>	<u>292,137</u>

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its income and expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The notes on pages 13 to 20 form part of these accounts.

The financial statements were approved and authorised for issue by the Trustees on 14 September 2021 and signed on their behalf, by:


 Raman Dhillon - Chair


 Rachel Scott – Vice-chair

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Statement of Cash Flows for the year ended 31 March 2021

	2021 £	2020 £
Cash flow from operating activities		
Net incoming resources for the year	185,915	292,597
Adjustments for:		
Depreciation of tangible fixed assets	4,076	1,083
Fixed assets transferred in (note 16)	-	(5,075)
(Increase) in debtors	(76,951)	(146,211)
Increase in creditors	166,309	11,964
Net cash flow from operating activities	<hr/> 279,349	<hr/> 154,358
Cash flow from investing activities		
Payments to acquire tangible fixed assets	(19,107)	(493)
Net cash flow from investing activities	<hr/> (19,107)	<hr/> (493)
Net (decrease)/increase in cash and cash equivalents	260,242	153,865
Cash and cash equivalents at 1 April 2020	245,698	91,833
Cash and cash equivalents at 31 March 2021	<hr/> 505,940	<hr/> 245,698

RSVP (West Midlands) Limited
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Notes forming part of the financial statements for the year ended 31 March 2021

1. Accounting policies

General information

RSVP (West Midlands) Limited is a charitable company limited by guarantee and incorporated in England and Wales. Its registered office can be found on the legal and administrative information page. Its principal activity is the provision of counselling services.

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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

RSVP (West Midlands) Limited meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The financial statements are presented in sterling which is the functional currency of the Charity and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Company status

The company is limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for a period of 12 months from the date of authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income and gains are allocated to the appropriate fund.

Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Grants and donations are only included in the SOFA when RSVP has unconditional entitlement to the resources.

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

No amounts are included in the financial statements for services donated by volunteers.

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

Incoming resources (continued)

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure. The types of items donated include advertising, leaflet costs and hosting of desktops.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources which is set out in note 5.

Fund-raising costs are those incurred in seeking grants and voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Pensions

The pension scheme set up is the People's Pension scheme; a defined contribution scheme set up and managed by B&CE. Contributions are charged to the SOFA as they become payable in accordance with the rules of the scheme.

Accrued income

Income is accrued so that it can be matched against expenditure.

Deferred income

Income is deferred so that it can be matched against future expenditure.

Tangible fixed assets and depreciation

Tangible fixed assets costing more than £200 are capitalised and included at cost including any incidental expenses of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Project and office equipment	15% straight line
Computer equipment	20% straight line

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Finance and operating leases

Rentals applicable to operating leases are charged to the SOFA over the period in which the cost is incurred.

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

2. Donations and gifts

	2021	2020
	£	£
Individuals	17,499	7,130
Corporate/organisation donors	1,060	8,130
Donated services	20,000	11,867
	<u>38,559</u>	<u>27,127</u>

Donated services include:

Hosted desktops	£20,000	(2020: £11,667)
Sundries	£nil	(2020: £200)

3. Merchandising income

	2021	2020
	£	£
Counselling	41,269	13,350
Events	41	64
Training	20,338	2,424
Sale of purchased goods	254	283
	<u>61,902</u>	<u>16,121</u>

4. Total resources expended

	Staff Costs	Other Costs	Total 2021	Total 2020
	£	£	£	£
Fundraising costs	30,537	179	30,716	21,114
Operational costs	-	227,484	227,484	67,996
Support costs (see note 5)	995,691	112,631	1,108,322	522,196
Merchandising costs			-	189
Governance costs (see note 5)		79,472	79,472	26,395
Total resources expended	<u>1,026,228</u>	<u>419,766</u>	<u>1,445,994</u>	<u>637,890</u>

Total expenditure on charitable activities was £1,415,278 (2020: £616,587) of which £43,071 (2020: £28,502) was unrestricted and £1,402,923 (2020: £588,085) was restricted.

Other costs include:

	£	£
Auditor's fee	8,100	7,500
Accountancy and other services	13,875	3,280
Depreciation – on owned assets	<u>4,076</u>	<u>1,083</u>

RSVP (West Midlands) Limited
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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

5 Analysis of support and governance costs

	General Support £	Governance Function £	Total 2021 £	Total 2020 £
Premises costs	112,631		112,631	36,955
Insurance		4,187	4,187	2,649
Staff Costs	995,691		995,691	485,241
Auditors' remuneration		8,100	8,100	7,500
Accountancy services		13,875	13,875	3,280
Legal and other professional		49,152	49,152	11,883
Depreciation		4,076	4,076	1,083
Bank charges		82	82	-
	<u>1,108,322</u>	<u>79,472</u>	<u>1,187,794</u>	<u>548,591</u>

The allocation of general support and governance costs is based upon total usage.

6 Trustees and key management personnel remuneration and expenses

The Trust considers its key management personnel comprise the Chief Executive Officer, Head of Adult Counselling and Well Being Services, Head of Children Counselling and Well Being Services, Head of Business Development and Head of ISVA Services.

The total amount of employee benefits received by key management personnel was £191,525 (2020: £99,264). These figures include gross salary, employer national Insurance and employer pension costs.

The trustees neither received nor waived any emoluments during the year (2020: £nil).

Out of pocket expenses were reimbursed to one trustee as follows:

	2021 £	2020 £
Travel	<u>0</u>	<u>75</u>

7 Staff costs

	2021 £	2020 £
Wages and salaries	944,514	461,621
Social security costs	59,254	31,305
Pension costs and DWP	22,460	9,885
	<u>1,026,228</u>	<u>502,811</u>

No employee received emoluments of over £60,000 in the year (2020: none).

The average number of staff employed was 68 (charitable activities 63 and key management 5) (2020: 59).

The average number of employees calculated on a full-time equivalent basis was 27 (charitable activities 22 and key management 5) (2020: 31).

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

8. Tangible fixed assets

	Project and office equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2020	37,750	21,761	59,511
Additions	1,587	17,520	19,107
At 31 March 2021	39,337	39,281	78,618
Depreciation			
At 1 April 2020	35,239	19,787	55,026
Charge for year	767	3,309	4,076
At 31 March 2021	36,006	23,096	59,102
Net book value			
At 31 March 2021	3,331	16,185	19,516
At 31 March 2020	2,511	1,974	4,485

9 Debtors

	2021 £	2020 £
Trade debtors	64,604	86,357
Prepayments and accrued income	158,288	59,434
Other debtors	270	420
	223,162	146,211

10 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	46,025	7,379
Taxation and social security costs	34,836	15,450
Accruals and deferred income	177,652	69,208
Pension	12,053	8,694
Other creditor	-	3,526
	270,566	104,257

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

10 Creditors: amounts falling due within one year (continued)

Deferred income

	2021	2020
	£	£
At 1 April 2020	1,000	-
Transferred in	-	1,000
Resources deferred in year	20,000	-
Amounts released to income	(1,000)	-
At 31 March 2021	<u>20,000</u>	<u>1,000</u>

At the balance sheet date, the charity was holding funds received in advance for grants where the qualifying expenditure is expected to be incurred in a future year.

11 Other financial commitments

	2021	2020
	£	£
At the year-end there are annual commitments under non-cancellable operating leases as set out below:		
Operating leases which expire:		
within one year	59,033	4,050
within two to five years	<u>37,400</u>	<u>1,937</u>

12 Analysis of funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Restricted funds					
General fund	<u>119,730</u>	<u>1,470,252</u>	<u>(1,402,923)</u>	<u> </u>	<u>187,059</u>
Unrestricted funds					
General fund	<u>172,407</u>	<u>161,657</u>	<u>(43,071)</u>	<u> </u>	<u>290,993</u>
	<u>172,407</u>	<u>161,657</u>	<u>(43,071)</u>	<u> </u>	<u>290,993</u>
Total funds	<u>292,137</u>	<u>1,631,909</u>	<u>(1,445,994)</u>	<u> </u>	<u>478,052</u>

Name of fund

Description, nature and purpose of fund

Restricted general fund

Money given to the charity where the donor requires that a grant or donation be spent for a specific project or asset.

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

12. Analysis of funds (continued)

Name of fund	Description, nature and purpose of fund
Unrestricted general fund	The free reserves of the charity which are not designated for particular purposes.

Comparative information in respect of the preceding period

	Balance at 1 April 2019	Incoming resources	Resources expended	Transfer in (note 16)	Balance at 31 March 2020
	£	£	£	£	£
Restricted funds					
General fund	-	533,118	(608,578)	195,190	119,730
					-
Unrestricted funds					
General fund	(460)	34,798	(29,312)	167,381	172,407
Total funds	(460)	567,916	637,890	362,571	292,137

13 Funds held – restricted

29 th May 1961 Trust	Contribution towards core costs.
Big Lottery Fund: Reaching Communities	To support running costs for counselling services to decrease waiting times
Birmingham City Council - Adults & Communities Directorate	To support adult survivors & the people supporting them
Birmingham Children's Trust	To support children, young people, parents and families
BBC Children in Need	To fund children's independent sexual violence advocates (ISVAs) to support sexually abused children
Clothworker's Foundation	To purchase laptops
Heart of England Community Foundation	Continuation of services during the COVID-19 pandemic
Henry Smith	To offer counselling and support to asylum seeker and refugee survivors
Lloyds Bank Foundation England and Wales	To support adult survivors through counselling
Ministry of Justice Rape Support	To support the running costs of services for female survivors of sexual violence and abuse
Rosa	Partnership work with West Midlands Police
The Sheldon Trust	Towards the telephone crisis support service for survivors of rape, sexual abuse and exploitation.
Thrive at Work, WM Combined Authority	Grant to spend on activities, resources & equipment to improve the team's health and wellbeing
University Hospitals Birmingham Foundation Trust (UHBFT)	To provide ISVA services to survivors of all genders and also specialist training within Umbrella Sexual Health
W A Cadbury Foundation	To continue RSVP services in the pandemic
West Midlands PCC Victims Fund	To support survivors of sexual abuse through advocacy, counselling, helpline and group support.

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Notes forming part of the financial statements for the year ended 31 March 2021
(continued)

14 Analysis of net assets between funds

	Restricted funds	Unrestricted funds	Total
Fund balances held at 31 March 2021 are represented by:			
Tangible fixed assets	19,516		19,516
Current assets	280,457	448,645	729,102
Current liabilities	(112,914)	(157,652)	(270,566)
Total net assets	187,059	290,993	478,052
	£	£	£

Comparative information in respect of the preceding period
is as follows :

Tangible fixed assets	4,485		4,485
Current assets	195,166	196,743	391,909
Current liabilities	(79,921)	(24,336)	(104,257)
Total net assets	119,730	172,407	292,137

15 Related party transactions

No related party transactions took place in either the current or previous period of account.

16 Transfer of operations

On 31 August 2019 Birmingham Rape and Sexual Violence Project transferred all its operations, assets and obligations into RSVP (West Midlands) Limited.

Analysis of net assets transferred in

	2021 £	2020 £
Tangible fixed assets		
Project and office equipment	-	2,444
Computer equipment	-	2,631
Current assets		
Debtors due in less than one year	-	204,190
Cash at bank and in hand	-	252,260
Current liabilities		
Creditors due in less than one year	-	(98,954)
	-	362,571