

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

Annual Report and Financial Statements

Year ended 31 March 2025

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
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Legal and administrative information

Charity registration
number: 1134387

Company registration
number: 06862873

Trustees:	Rachel Scott	Chair
	Sally Plumb	
	Jane Rendell	Resigned 05/04/24
	Sara Byng	
	Andy Bowman	
	Jason Clark	Appointed 29/07/25

Key Management Personnel:	Lisa Thompson	Chief Executive Officer
	Anjella Darcy	Head of Adult Counselling and Wellbeing Services
	Yvonne Langham	Head of ISVA services
	Katrina Blake	Head of Children and Young People Counselling and Wellbeing Services (from May 2024)
	Cara Donald	Head of Fundraising and Development (until April 2024)
	Paula Dower	Head of fundraising and Partnerships (from June 2024)

Registered Office: 7th Floor
Grosvenor House
14 Bennett's 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 2025

The trustees present their annual report and the audited financial statements of the charity for the year ended 31 March 2025. 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:

Rachel Scott	Chair
Sally Plumb	
Jane Rendell	Resigned 05/04/24
Sara Byng	
Andy Bowman	
Jason Clark	Appointed 29/07/25

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 wellbeing 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 for survivors and their supporters 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 and Webchat 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 2025 (continued)

Management, Staffing and Governance Arrangements

The association is governed by a Board of Trustees to consist of not less than 2 members. 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 passed safer recruitment checks and have also 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 undertake initial training (including but not exclusively GDPR and Safeguarding training), 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 Counselling and Wellbeing Services; Cara Donald, Head of Fundraising and Development (until April 2024) and Paula Dower, Head of Fundraising and Partnerships (from June 2024); Yvonne Langham, Head of ISVA Services and Katrina Blake, Head of Children and Young People Counselling and Wellbeing Services (from May 2024). 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, and more, 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 GINA Project C.I.C., a subsidiary undertaking of RSVP (West Midlands) Limited.

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 age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

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Trustees' Annual Report for the year ended 31 March 2025 (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. This year we offered 7 outreach sites to adult survivors, giving choices of where they would like to access RSVP counselling. These sites included: Castle Vale; Chelmsley Wood; Erdington; 2 sites in Kings Heath; Solihull and Sutton Coldfield. We also continued to offer choices to children and young people to have counselling in our RSVP premises, in their school, if their school was able to accommodate this request, or in our Chelmsley Wood outreach site (when appropriate).

2,331 adults (compared to 1,991 adults last year) needed support via telephone or online counselling, or through our main counselling service offered from RSVP premises. (This excludes our crisis/time limited offer, see below for the number of adults needing this type of support this service). This was a significant 17.1% increase in the number of adults needing support via our main counselling service last year.

211 adults (compared to 201 adults last year) needed support via counselling at our outreach sites, a similar amount to last year.

628 children needed support through our longer term counselling and our newer counselling service specifically for children subjected to CSE. This is nearly identical to the 626 children we supported last year.

Counselling was a combination of face to face, telephone and online, or a blended approach of each dependent on client preference, choice and need. For some children and young people we also offered counselling in their school.

In addition, we also supported a further:

- 129 adults through crisis/time limited counselling, compared to 330 adults last year. This is a very concerning 61% decrease, following the change of who runs the SARC and who refers adults needing this service, to us.
- 50 children through crisis/time limited counselling, a 16.3% increase to the 43 children we supported last year.

- ii) Independent Sexual Violence Advocacy (ISVA) for adults, and children and young people (CYP).

This year:

541 children and young people needed support through our CYP advocacy services (including our newer service specifically for CYP subjected to child sexual exploitation (CSE)). Compared to the 604 children needing support last year, this was a decrease. However, children needed support for far longer due to delays in criminal justice processes.

1,302 adults needed support through our general advocacy and Race and Equality advocacy services. This was compared to 1,215 adults last year, representing a 7.16% increase compared to last year. Adults also needed support for far longer due to delays in criminal justice processes.

In addition, more survivors needed support through our tailored advocacy services, LGBT+ Advocacy and Sex Worker Advocacy, see next page, under Aim Two, points ii) and iii).

- iii) Telephone helpline service. We took 1,679 calls from survivors and the people supporting them (partners, families, friends and professionals). This is a significant 32.4% increase from the 1,268 calls we took last year, as a result of increasing our helpline team and opening hours. Please note that these helpline calls do not include calls to our main office lines where we also supported survivors and the people supporting them.
- iv) Self-help groups: including wellbeing social groups and coffee mornings. We enabled 259 adults to increase coping strategies, improve wellbeing and have opportunities to socialise safely. This was an 18.8% increase compared to the 218 survivors we supported the previous year.

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Trustees' Annual Report for the year ended 31 March 2025 (continued)

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. 70 asylum seekers/refugees benefited from this support, a 14.75% increase compared to the 61 asylum seekers/refugees we supported last year.
- ii) Specialist Sex Worker Independent Sexual Violence Advocacy (SW-ISVA) service (called The Red Project) provided support to sex workers who had been subjected to sexual violence, abuse and exploitation. Our service supported 57 sex workers. This demonstrates the need for this bespoke, tailored service and also how we successfully continued to reach sex workers through drop in and active outreach work. Most of the survivors that we supported were women. However, we did also support a few male and Trans sex workers.
- 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 supported 100 people, a slight increase on the 92 people we supported last year. We continued working alongside partners Birmingham LGBT and Umbrella to reach LGBT+ survivors.
- iv) Pre-Therapy Support Groups. We introduced this new support for adults waiting for counselling late in 2023. We supported 52 survivors via this service, which increased awareness about the effects of trauma and coping strategies, alongside creative and embodied ways of coping, such as mindful photography, embodied and creative approaches. Sadly, funding stopped and we had to end this service in March 2025.
- v) We offered children and their supporters, 145 wellbeing calls to offer additional support as well as or instead of counselling. Also recognising the global impact of sexual abuse and CSE some supporters accessed supporters' counselling, this year we offered 168 sessions.
- vi) We also offered supporters (parents, grandparents, aunts, carers etc.) support through our parents' online programme and/or our parents' circle, and our new online group for anyone supporting children subjected to CSE.
- vii) Online support packages, "The Taste of Recovery" and "MindBody" were written by a survivor at ReConnected Life. This year we added ReConnected, a third online support package, and offered all three programmes via our RSVP Support Hub. Through this collaborative approach with RSVP, these packages were a very beneficial way to support and offer psycho-education to survivors, especially survivors who were waiting for counselling.
- viii) Training, awareness and education sessions. We delivered 48 sessions this year to 714 professionals including Police, sexual health staff, hospitals, Universities, private and voluntary sector professionals and solicitors. This is a massive 56.9% increase compared to the 455 professionals we trained last year, directly related to the recruitment of our two new trainers and the success of the training they offered.
- ix) Written self-help information. We distributed written information on paper and online too through our website, for survivors to use as self-help.
- x) Webchat, we had 34 web chats with survivors, supporters and professionals, a reduction from last year.
- xi) Information, advice and support through our website.

In total, the survivors needing our specialist support this year were:

- 678 children and young people through all our Children's Counselling and Wellbeing Services. This is compared to 669 children supported last year, a very similar amount. We also supported 36 supporters that is the parents, carers, other family members of sexually abused and exploited children.
- 4,765 adults through our all our Adult Counselling and Wellbeing Services (counselling in our own premises, counselling on the telephone & online, counselling in outreach sites, crisis counselling, and counselling to asylum seekers and refugees, as well as through pre-therapy groups, wellbeing social groups, Webchat and telephone helpline.) This is more than the 4,194 adults who needed our support last year, a 13.6% increase.
- 2,057 adults and children through all our ISVA/Advocacy services (Adult, Children and specialist LGBT+, Race & Equality and Sex Worker Advocacy and through specialist support for asylum seekers and refugees.) This is nearly identical to the 2,056 adults and children needing ISVA/Advocacy support last year.

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Trustees' Annual Report for the year ended 31 March 2025 (continued)

Aim Three: To increase RSVP's unrestricted funding and improve RSVP's future sustainability.

Due to: a) ongoing, increased competition from dwindling trust and foundation funds; b) decreased statutory funding; c) a cost of living and giving crisis, we continued to make long term plans to reduce reliance on grants and increase unrestricted funds. This included exploring how to generate more of our own income. We:

- Continued to delivered bespoke training which individuals and organisations paid to attend, which raised more income for RSVP this year, and shared our skills and knowledge.
- Provided an expanded range of private counselling, not through RSVP but through our sister organisation, GINA. This included face to face, online & telephone counselling for survivors who could afford to pay for counselling, or whose employer or an organisation supporting them, could pay on their behalf. GINA is a social enterprise designed to support survivors and be run by survivors, with any surplus income donated back to RSVP (WM) Limited at the end of each year. We were delighted to receive yet another donation from GINA this year. We truly thank GINA for the £5,000 donation, which built on the £45,000 they made last year.
- Maintained a core Fundraiser by continuing to employ our full time Community Fundraiser, who kept our focus on fundraising and sustainability.
- Re-shaped our core 'Head of Fundraising & Development' post, held by Cara Donald until April 2024, into a 'Head of Fundraising & Partnerships' post. This emphasised the responsibilities about and need for working in collaboration to diversify our unrestricted income and ensure sustainability. We welcomed a new Head of Fundraising & Partnerships, Paula Dower, into role in June 2024.
- Continued to work with consultants to develop a more targeted Fundraising Strategy, with the aim of reducing our reliance on grants, growing our unrestricted income & protecting our future & enhancing our sustainability.
- 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 incoming resources are £1,906,051 compared to £1,918,647 last year. The net outgoing resources for the year are £225,123 outgoings (2024: £88,148 outgoings). The increase in net outgoing reserves is due to brought forward restricted reserves being used, as the funding periods ended during the financial year.

The charity had total funds at 31 March 2025 of £563,836, which included £274,442 restricted funds not available for general purposes of the charity and £289,394 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.

Future plans

We will continue to strengthen our future resilience and sustainability, by taking action to diversify our income streams, and respond to the increasingly changing and challenging economic and funding environment. For the foreseeable future grants will make up the majority of our income. Alongside this we will undertake wider exploration & implementation of strategies that could diversify our unrestricted income. This will involve raising more unrestricted funds through community fundraising, social enterprise, traded income (e.g. by selling our specialist training, consultation and expertise) and corporate social responsibility.

We will continue to raise enough funds to maintain and sustain our current services. We will also continue to prioritise reducing the times that adults and children wait for our counselling services. No survivor should have to wait for life changing support and we will do everything we can to quicken our counselling response and introduce service developments that could better meet survivors' needs at the time they request support.

The above plans will be key in 2025/26. Raising enough funds to maintain and sustain our current services and to ensure we have cost effective and efficient systems will be a significant challenge. We will aim to do this before we consider growth or introducing new services. We need to protect RSVP's future sustainability, to ensure that we can continue delivering our specialist services and reach out to children and adults subjected to sexual violence, abuse and exploitation, more quickly.

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Trustees' Annual Report for the year ended 31 March 2025 (continued)

Risk Management

The Trustees have a risk management process which comprises:

- A risk register
- 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.

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 9 September 2025 and signed on their behalf by:



Rachel Scott – Chair

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

Opinion

We have audited the financial statements of RSVP (West Midlands) Limited (the 'charitable company') for the year ended 31 March 2025 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 2025, 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.

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Independent Auditor's Report to the Members of RSVP (West Midlands) Limited
(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 returns adequate for our audit have not been received from branches not visited by us; 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 extent to which our procedures 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.

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Independent Auditor's Report to the Members of RSVP (West Midlands) Limited
(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 September 2025

RSVP (West Midlands) Limited
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Statement of Financial Activities for the year ended 31 March 2025
(including Income and Expenditure Account)

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2025 £	Total 2024 £
Incoming Resources						
Incoming resources from generated funds:						
Voluntary income						
Donations and gifts	2	39,570	-	-	39,570	119,798
Activities for generating funds:						
Merchandising Income	3	26,896	-	-	26,896	15,410
Incoming resources from charitable activities:						
Adult Sexual Assault Referral Centre (ASARC)		-	18,549	-	18,548	36,825
National Lottery Community Fund		-	129,002	-	129,002	114,259
Birmingham City Council		-	-	-	-	20,000
Birmingham Children's Trust CSA		-	152,092	-	152,092	136,842
Birmingham Children's Trust CSE		-	121,764	-	121,764	60,882
BBC Children in Need		-	19,422	-	19,422	21,530
Brook Trust		-	25,000	-	25,000	25,000
Charles Hayward Foundation		-	20,000	-	20,000	20,000
Eveson Enhance		-	-	-	-	10,000
Eveson Charitable Trust		-	-	-	-	27,426
Heart of England		-	37,676	-	37,676	-
Henry Smith		-	48,700	-	48,700	47,700
Home Office VAWG		-	101,897	-	101,897	104,471
Lloyds Bank Foundation – England & Wales		-	-	-	-	460
L'Oréal		-	-	-	-	16,916
Mazars Charitable Trust		-	500	-	500	12,500
Ministry of Justice Rape & Sexual Abuse Support Fund		-	363,136	-	363,136	313,429
Ministry of Justice Rape Support Male Survivors		-	-	-	-	30,692
NHS England		-	4,338	-	4,338	1,502
WM CYP Services (previously P-SARC)		-	11,705	-	11,705	10,100
Small grants		5,500	-	-	5,500	8,869
UHBFT		-	212,655	-	212,654	203,417
West Midlands PCC – Victims Fund		-	567,650	-	567,650	560,619
Total incoming resources		71,966	1,834,085	-	1,906,051	1,918,647
Resources expended						
Cost of generating funds:						
Fund-raising costs		177	67,546	-	67,723	79,266
Charitable activities		210,853	1,852,598	-	2,063,451	1,927,529
Total resources expended	4	211,030	1,920,144	-	2,131,174	2,006,795
Net outgoing resources before transfer		(139,064)	(86,059)	-	(225,123)	(88,148)
Gross transfer between funds		(208,807)	208,807	-	-	-
Net movement in funds						
Fund balances brought forward at 1 April 2024		622,313	166,646	-	788,959	877,107
Fund balances carried forward at 31 March 2025	12	274,442	289,394	-	563,836	788,959

The statement of financial activities includes all gain and losses recognised in the year.

All of the company's activities derive from continuing operations during the above two financial periods.

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

Balance Sheet as at 31 March 2025
Company number: 06862873

	Notes	2025 £	2024 £
Fixed Assets			
Tangible assets	8	13,385	20,510
Current assets			
Debtors	9	643,743	547,719
Cash at bank and in hand		176,718	441,578
		<u>820,461</u>	<u>989,297</u>
Creditors: amounts falling due within one year	10	(270,010)	(220,848)
Net current assets		<u>550,451</u>	<u>768,449</u>
Total assets less current liabilities		<u>563,836</u>	<u>788,959</u>
Net assets		<u>563,836</u>	<u>788,959</u>
Funds:			
Unrestricted funds			
General funds	12	224,442	622,313
Designated funds	12	50,000	-
Restricted funds			
General funds	12	289,394	166,646
Total funds		<u>563,836</u>	<u>788,959</u>

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 14 to 21 form part of these accounts.

The financial statements were approved and authorised for issue by the Trustees on 9 September 2025 and signed on their behalf, by:



Rachel Scott – Chair

RSVP (West Midlands) Limited
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Statement of Cash Flows for the year ended 31 March 2025

	2025 £	2024 £
Cash flow from operating activities		
Net outgoing resources for the year	(225,123)	(88,148)
Adjustments for:		
Depreciation of tangible fixed assets	7,986	7,184
Depreciation on fixed asset disposal	(75)	(113)
(Increase)/Decrease in debtors	(96,024)	151,501
Increase/(Decrease) in creditors	49,162	(3,916)
Net cash flow from operating activities	(264,074)	66,508
Cash flow from investing activities		
Payments to acquire tangible fixed assets	(1,061)	(7,723)
Disposal of tangible fixed asset	275	421
Net cash flow from investing activities	(786)	(7,302)
Net (decrease)/increase in cash and cash equivalents	(264,860)	59,206
Cash and cash equivalents at 1 April 2024	441,578	382,372
Cash and cash equivalents at 31 March 2025	176,718	441,578

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

Notes forming part of the financial statements for the year ended 31 March 2025

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.

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

Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

1. Accounting policies (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 the People's Partnership (previously 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.

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

Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

1. Donations and gifts

	2025	2024
	£	£
Individuals	15,742	21,212
Corporate/organisation donors	9,198	52,586
Donated services	13,236	46,000
Gift Aid	1,394	-
	<u>39,570</u>	<u>119,798</u>

Donated services include:

Hosted desktops £13,236 (2024: £46,000)

3. Merchandising income

	2025	2024
	£	£
Training	26,848	15,410
Sale of purchased goods	48	-
	<u>26,896</u>	<u>15,410</u>

4. Total resources expended

	Staff Costs	Other Costs	Total 2025	Total 2024
	£	£	£	£
Fundraising costs	65,063	2,660	67,723	79,266
Operational costs	-	261,348	261,348	267,112
Support costs (see note 5)	1,601,784	122,576	1,724,360	1,572,237
Governance costs (see note 5)	-	77,743	77,743	88,180
Total resources expended	<u>1,666,847</u>	<u>464,327</u>	<u>2,131,174</u>	<u>2,006,795</u>

Total expenditure on charitable activities was £2,063,451 (2024: £1,927,529) of which £210,853 (2024: £34,785) was unrestricted and £1,852,598 (2024: £1,892,744) was restricted.

Other costs include:

	£	£
Auditor's fee	9,540	9,180
Accountancy and other services	11,985	13,920
Depreciation – on owned assets	<u>7,986</u>	<u>7,184</u>

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

Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

5. Analysis of support and governance costs

	General Support £	Governance Function £	Total 2025 £	Total 2024 £
Premises costs	122,576	-	122,576	114,771
Insurance	-	7,172	7,172	6,938
Staff Costs	1,601,784	-	1,601,784	1,457,466
Auditors' remuneration	-	9,540	9,540	9,180
Accountancy services	-	11,985	11,985	13,920
Legal and other professional	-	40,539	40,539	50,492
Depreciation	-	7,986	7,986	7,184
Bank charges	-	514	514	428
Trustee expenses	-	7	7	38
	<u>1,724,360</u>	<u>77,743</u>	<u>1,802,103</u>	<u>1,660,417</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 and Young People Counselling and Well Being Services, Head of Fundraising and Partnerships and Head of ISVA Services.

The total amount of employee benefits received by key management personnel was £256,951 (2024: £231,669). These figures include gross salary, extra hours, on call hours, employer national Insurance and employer pension costs.

The trustees neither received nor waived any emoluments during the year (2024: £nil). One trustee was reimbursed £7 for travelling expenses during the year (2024: £38).

7. Staff costs

	2025 £	2024 £
Wages and salaries	1,526,995	1,409,103
Social security costs	112,793	97,144
Pension costs and DWP	27,059	24,511
	<u>1,666,847</u>	<u>1,530,758</u>

No employee received emoluments of over £60,000. in the year (2024: none).

The average number of staff employed was 95 (charitable activities 90 and key management 5) (2024: 91).

The average number of employees calculated on a full-time equivalent basis was 48 (charitable activities 43 and key management 5) (2024: 47).

RSVP (West Midlands) Limited
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Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

8. Tangible fixed assets

	Project and office equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2024	40,932	57,043	97,975
Additions	-	1,061	1,061
Disposals	-	(275)	(275)
At 31 March 2025	<u>40,932</u>	<u>57,829</u>	<u>98,761</u>
Depreciation			
At 1 April 2024	38,537	38,928	77,465
Charge for year	638	7,348	7,986
Disposal	-	(75)	(75)
At 31 March 2025	<u>39,175</u>	<u>46,201</u>	<u>85,376</u>
Net book value			
At 31 March 2025	<u>1,757</u>	<u>11,628</u>	<u>13,385</u>
At 31 March 2024	<u>2,395</u>	<u>18,115</u>	<u>20,510</u>

9. Debtors

	2025 £	2024 £
Trade debtors	384,699	187,802
Prepayments and accrued income	258,794	359,917
Other debtors	250	-
	<u>643,743</u>	<u>547,719</u>

10. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	29,810	29,491
Taxation and social security costs	27,138	27,641
Accruals and deferred income	207,014	158,254
Pension	6,048	5,462
	<u>270,010</u>	<u>220,848</u>

RSVP (West Midlands) Limited
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Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

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

Deferred Income

	2025	2024
	£	£
At 1 April 2024	-	21,530
Resources deferred in year	69,684	-
Amounts released to income	-	(21,530)
At 31 March 2025	<u>69,684</u>	<u>-</u>

At the balance sheet date, the charity was holding no funds received in advance for grants where the qualifying expenditure is expected to be incurred in a future year.

11. Other financial commitments

	2025	2024
	£	£
At the year-end there are annual commitments under non-cancellable operating leases as set out below:		
Operating leases which expire:		
within one year	13,196	51,246
within two to five years	<u>5,854</u>	<u>16,404</u>
	<u>19,050</u>	<u>67,650</u>

12. Analysis of funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Restricted funds					
General fund	<u>166,646</u>	<u>1,834,085</u>	<u>(1,920,144)</u>	<u>208,807</u>	<u>289,394</u>
Unrestricted funds					
General fund	622,313	71,966	(211,030)	(258,807)	224,442
Designated fund	<u>-</u>	<u>-</u>	<u>-</u>	<u>50,000</u>	<u>50,000</u>
	<u>622,313</u>	<u>71,966</u>	<u>(211,030)</u>	<u>(208,807)</u>	<u>274,442</u>
Total funds	<u>788,959</u>	<u>1,906,051</u>	<u>(2,131,174)</u>	<u>-</u>	<u>563,836</u>

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

Notes forming part of the financial statements for the year ended 31 March 2025 (continued)

12. Analysis of funds (continued)

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.
Unrestricted general fund	The free reserves of the charity which are not designated for particular purposes.
Designated fund	Unrestricted income which the trustees have formerly designated to be used towards critical staff cover for senior management team in future years.

Comparative information in respect of the preceding period

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Restricted funds					
General fund	361,275	1,776,939	(1,971,568)	-	166,646
Unrestricted funds					
General fund	515,832	141,708	(35,227)	-	622,313
Total funds	877,107	1,918,647	(2,006,795)	-	788,959

13 Funds held – restricted

Adult Sexual Assault Referral Centre	To support adult survivors of abuse through early and time limited support counselling.
National Community 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 CSA	To support children, young people, parents and families
Birmingham Children's Trust CSE	To fund a specific Support Service for children subjected to child sexual exploitation (CSE) and their loved ones, through ISVA, Counselling/therapeutic and Supporter counselling/therapeutic support.
BBC Children in Need	To fund children's independent sexual violence advocates (ISVAs) to support sexually abused children
Brook Trust	For core running costs of our specialist support services for adults and children subjected to sexual violence, abuse and exploitation
Charles Hayward Foundation	To support RSVP's "Red Project" which provides advocacy support to survivors who are sex workers.
Eveson Enhance	To fund independent support/consultancy to: a) enable RSVP to create a new fundraising strategy and meet fundraising targets; b) complete a service needs analysis and map client's journeys to identify potential service gaps & feed into our fundraising strategy.
Eveson Charitable Trust	To support the counselling service for children.
Heart of England Charitable Trust	To provide counselling for survivors through a sessional model

RSVP (West Midlands) Limited
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Notes forming part of the financial statements for the year ended 31 March 2025
(continued)

13 Funds held – restricted (continued)

Henry Smith	To offer counselling and support to asylum seeker and refugee survivors
Home Office VAWG	Funding to provide pre therapy support groups to female adult survivors who are waiting for RSVP counselling. This is a regional project and funding goes to CRASAC and BCWA as well as RSVP.
Lloyds Bank Foundation England and Wales	To support adult survivors through counselling
L'Oréal	To support survivors who are asylum seekers & refugees by offering specialist support.
Mazars Charitable Trust	To offer counselling to survivors through sessional counsellors.
Ministry of Justice Rape & Sexual Abuse Support Fund	To support the running costs of services for female survivors of sexual violence and abuse
Ministry of Justice Rape Support - Male Survivors	To provide specific support for male victims of rape or sexual abuse
NHS England	To support under-represented groups, break down barriers and increase access to RSVP services
WM CYP Services (previously P-SARC)	To support child survivors of abuse through crisis intervention.
University Hospitals Birmingham Foundation Trust (UHBFT)	To provide ISVA services to survivors of all genders and also specialist training within Umbrella Sexual Health
West Midlands PCC Victims Fund	To support child and adult survivors of sexual abuse through advocacy, counselling & wellbeing services. It includes funds for ISVA services from EOI and IDVA/ISVA funding and funds for counselling & wellbeing services from DASV and CSA funding

14 Analysis of net assets between funds

	Restricted funds	Unrestricted funds	Total
Fund balances held at 31 March 2025 are represented by:			
Tangible fixed assets	13,385	-	13,385
Current assets	295,760	524,701	820,461
Current liabilities	(19,751)	(250,259)	(270,010)
Total net assets	289,394	274,442	563,836
	£	£	£

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

Tangible fixed assets	20,510	-	20,510
Current assets	304,390	684,907	989,297
Current liabilities	(158,254)	(62,594)	(220,848)
Total net assets	166,646	622,313	788,959

15 Related party transactions

The GINA Project C.I.C., a subsidiary undertaking of RSVP (West Midlands) Limited, was charged £14,049 (2024: £61,461) for rent, rates and utilities during the year. At the year end an amount of £14,049 was owed to RSVP (West Midlands) Limited (2024: £61,461).