CROSSROADS DERBYSHIRE

England & Wales · Charity number 1134679

Details

Other names	HIGH PEAK WOMEN'S AID, CROSSROADS DERBYSHIRE
Status	Registered
Legal form	Charitable company
Company number	07164749
Registered	2010-03-05
Register	View on the Charity Commission register

Contact

Address	P O Box 22 Glossop Derbyshire SK13 8AE
Phone	01457899438
Email	admin@crossroadsderbyshire.org
Website	crossroadsderbyshire.org

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSES FOR THE BENEFIT OF WOMEN AND ANY CHILDREN THEY MAY HAVE, WHO HAVE BEEN OR ARE EXPERIENCING DOMESTIC ABUSE OR ARE AT RISK OF DOING SO, AND WHO ARE LIVING OR HAVE SOUGHT REFUGE WITHIN THE AREA OF BENEFIT; AND IN PARTICULAR BY THE PROVISION OF SAFE HOUSING AND OUTREACH SUPPORT; AND TO ASSIST MEN WHO HAVE SUFFERED SIMILARLY, OFFERING OUTREACH SUPPORT WHERE APPROPRIATE.

Activities: Crossroads Derbyshire offers refuge and community outreach services to adults and children living in the community across the High Peak and Derbyshire Dales who are at risk of domestic abuse. For more information visit our website : crossroadsderbyshire.org

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Accommodation/housing
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Derbyshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,240,851	£1,255,002	£593,266	37
2024-03-31	£1,316,360	£1,171,204	£607,417	35
2023-03-31	£1,101,907	£1,257,300	£462,261	34
2022-03-31	£1,131,793	£1,171,789	£617,654	33
2021-03-31	£1,277,470	£1,039,207	£657,650	30

Trustees

Name	Role	Appointed
Abbie Kirkham		2021-10-11
Abeer Omer		2021-10-11
ELAINE MCDONALD		2011-12-16
John Anthony Pasiecznik		2023-10-09
Karen Mitchell		2013-12-20
Lisa Morris		2017-11-13
Lucy Healey		2024-10-14
MICHELLE LOUISE SIMPSON		
Rebecca Gibbons		2021-10-11

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CROSSROADS DERBYSHIRE

England & Wales - Charity number 1134679

Accounts

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd
Report and Audited Financial Statements
31 March 2025

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2025

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Elaine Abraham Lee	resigned 14 October 2024
Hannah Burbidge	
Rebecca Gibbons	
Lucy Healey	appointed 14 October 2024
Abbie Kirkham	
Elaine McDonald	
Karen Mitchell	
Lisa Morris	
Abeer Omer	
John Pasiecznik	
Meera Senior	resigned 15 July 2024
Michelle Simpson	

Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage

Bankers

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

The Charity Bank Limited
Fosse House
182 High Street
Tonbridge
TN19 1BE

HSBC
5 Great Underbank
Stockport
Cheshire
SK1 1LH

Vernon Building Society
19 St Petersgate
Stockport
Cheshire
SK1 1HF

Mansfield Building Society
Regent House
Regent Street
Mansfield
Nottinghamshire
NG18 1SS

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Bankers (continued)	Insignis Asset Management Limited St John's Innovation Centre Cowley Road Cambridge CB4 0WS
Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2025.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document

Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors

As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the Board of Trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed four sub-groups to oversee Finance, Fundraising, Governance and Human Resources. The finance sub-group meets regularly (members have relevant financial experience) and other groups are constituted on a task and finish basis as required. There are currently ten directors and they meet bi-monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Karen Mitchell, Michelle Simpson and Elaine McDonald are due to retire as trustees but are eligible for reappointment.

Delegated management

Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 25 years' experience in the charity sector. Trustees meet bi-monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

Staffing structure
In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 26 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator, a business manager and part-time housekeeper and a part-time fundraiser. There are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales and a further six volunteers who support our service users and assist with fundraising.

Setting pay and remuneration of key management personnel
The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document
"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year
Crossroads Derbyshire has 46 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **851** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge. We also have a further flat that is available for emergency short term accommodation;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. This project also works with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support - for adults who have experienced physical, emotional, sexual or financial abuse for adults living in the community. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe;

- Stalking Advocacy – support for victims of stalking, including those not in a domestic abuse relationship;
- Children's outreach support - individual support and group work for children and young people affected by domestic abuse;
- Children's refuge support - Targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Adults' counselling – recovery work for victims of abuse, led by BACP registered counsellors. This service is offered in person or over the telephone;
- Children's counselling – a targeted service for children aged 6-18 who have experienced domestic abuse. This includes Art Therapy, talking therapies and play therapy;
- Befriending Service – volunteer support for former clients who are experiencing social isolation;
- Group Recovery Work – a range of group programmes focused on patterns of domestic abuse and the effects on children who live with it; and
- Changes – work with perpetrators of abuse focused on harm reduction and the prevention of further abuse.

Public benefit
Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety. The trustees have given due consideration to the Charity Commission's guidance on the Public Benefit.

Our aims are:
- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance
During the year we continued to work to our Strategic Plan 2023-2026. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

Short-term and longer-term objectives
Sustainability – Our community fundraising has risen after a dip caused by the Covid-19 pandemic. Our grant and contract funding remains high and new grants have been secured this year. This has meant we have been able to continue to offer all of our project work and maintain our higher staffing levels to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services – We continued to deliver our contracted services under a renewed contract from April 2024. We deliver this work in partnership with The Elm Foundation and Nottingham Community Housing Association (NCHA), with NCHA acting as contract lead.

Improved partnership working – Our close working partnerships extend across a range of statutory and voluntary agencies across Derbyshire and beyond. We maintain strong referral pathways with other specialist providers including drug and alcohol services, mental health services, sexual violence agencies, social care, education, police, housing, volunteer agencies and more.

Representatives from Crossroads Derbyshire actively participate in several strategic panels: Police Domestic Violence Scrutiny Panel, the Domestic and Sexual Abuse Partnership Board, the Domestic Abuse Housing Action Group, the Women's Aid CEO Group and the Community Safety Partnership. Additionally, our staff members have taken part in national consultations with Women's Aid, the Victims Commissioner and the Home Office.

These strategic connections enable us to actively engage in discussions and initiatives within Derbyshire's domestic abuse and sexual violence action plan. Moreover, these partnerships afford us opportunities to share our insights with strategic commissioning groups, influencing positive change within the community.

Our key charity partners are The Elm Foundation and NCHA. We have a partnership agreement in place and have delivered contracted services with them throughout the year. Together we have also delivered lottery-funded work with young people, perpetrator work and group work.

We have also continued to work with Great Places and we have four dispersed properties supplied by them.

Our services in detail

Adult Community Outreach
We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the VOICE Programme.

During the year we supported **298** adults in the community.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks, and this has been more important than ever due to the rising cost of living.

Following a huge rise in demand for our support since 2020, we continue to see high numbers of referrals into our outreach services, with increasing complexities around financial abuse, tech abuse and safeguarding issues. As financial pressures continue to increase, the ongoing cost of living crisis is making it even harder for women to escape abuse. Our outreach services continue to respond to the changing profile of abuse and our holistic, user-led service model means our staff work in partnership with service users to shape a package of tailored individual support.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

This year, we were delighted to add Leading Lights Accreditation to our existing accreditation from Women's Aid. Leading Lights is an accreditation programme which recognises and rewards good and safe practice in community-based domestic abuse services across the UK. The programme covers the core aspects of running a community-based domestic abuse service – from case management to strategy and governance – offering guidance to the entire service team. Organisations demonstrate their commitment to supporting good and safe practice by meeting the Leading Lights standards which can be summarised in four main blocks:

- Service Provision;
- Multi-Agency Work;
- Human Resources; and
- Governance.

We were particularly proud that the assessors recognised the commitment and passion of our staff commenting:

> *"Within the team there is a wealth of knowledge, evidenced by the large, and often multiple number of professional domestic abuse qualifications held by staff. Within the team there are Development Leads who hold specialism and take the lead in areas including stalking, legal, MARAC and adult recovery. This allows for the sharing of good practice, skills and resources to ensure the clients are provided with the best service…..Staff interviewed were knowledgeable about policies and processes, and reported feeling well supported by their peers, the team leads and by senior staff. It was clear from the interviews specifically with senior staff and the Chair of Trustees that this is a very engaged Service and supportive organisation which invests in their staff, who are truly valued. It is an organisation that is passionate, proactive and responsive in developing the services and providing a high level of support options to anyone experiencing domestic abuse in the community, working hard to address gaps identified and reach those who are marginalised."*

Group Recovery Work

This year we have rolled out a new group recovery programme, replacing the Freedom Progamme with the VOICE programme. The VOICE Programme is a comprehensive twelve-week initiative designed to address domestic abuse among adults, focusing on domestic violence, coercive control, and the underlying dynamics of intimate partner relationship abuse. Using a mixture of knowledge-based and therapeutic methodologies, the programme aims to empower victims by helping them recognise and navigate the spectrum of abusive behaviours, understand the process of breaking free from abuse, and cope with the profound impact of such traumatic experiences. This year, 69 women have attended the programme, with groups running in Glossop, Buxton, Matlock and Ashbourne.

Stalking Advocacy

Our stalking advocate is the first in Derbyshire and provides support to victims of non-Domestic Abuse stalking. Our Stalking Advocacy service has gone from strength to strength this year and we achieved our ambition of opening up the service to accept referrals from across Derbyshire in the autumn of 2024. We have been able to secure additional funding for the coming year which will allow us to employ a second advocate and further increase the capacity of the team.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

Counselling service - We recruited a further two volunteer counsellors, making a team of six counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. In total we offered counselling to **71** individuals.

Children's Community Outreach
Our children's team has supported **199** children across the High Peak and Derbyshire Dales.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by NCHA WISH, one of our consortium partners.

Making Positive Choices
This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family. This project is delivered alongside our consortium partners.

Thanks to funding from the Derbyshire Police and Crime Commissioner, National Lottery and the Masonic Charitable Foundation, we have been able to continue to offer group work, one-to-one work and specialist family work.

The project uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with 106 young people over the past year with some very positive outcomes.

Accommodation services
Our accommodation services have been in high demand this year, with very few empty beds. Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse and supports them to build a safe future for themselves and their children. We can support up to five young women at a time and house an average of **21** women each year.

We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. Alongside these move-on properties, we also support the young women who move on from Harmony to resettle in their own tenancies in the local area.

In partnership with High Peak Borough Council, we also manage an emergency crash pad offering short term accommodation in a crisis situation.

Our accommodation services were directly funded this year by High Peak Borough Council, Derbyshire County Council, Reaching Communities, the Musk-Burton Family Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

Governance

Our board of trustees are extremely committed and attendance at bi-monthly meetings continues to be high. The board continued to meet using online virtual meetings, with three face to face meetings each year. Online meetings have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan as well as taking the lead on monitoring any gaps in service.

We have a designated trustee who has responsibility for presenting certain information to the full board at monthly meetings. The lead roles are as follows:

Chair of the board	Elaine McDonald
Treasurer	Rebecca Gibbons
Finance Subgroup	Karen Mitchell
	Abeer Omer
	Rebecca Gibbons (Lead/Chair of group)
Safeguarding	Lisa Morris
Staff Welfare (HR/Training)	Abbie Kirkham
Equalities and Evaluation	Lisa Morris
Governance	Michelle Simpson
Risk Register	Karen Mitchell

The finance sub-group meet quarterly to oversee organisational finance issues, ensuring we are compliant with Charity Commission regulations. We have held online and in-person fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity's performance during the year has made to the beneficiaries of the charity

We use the following tools to measure our success and to identify any gaps in service.

Outcome stars: We use a simple numerical measurement tool to measure progress from start to end of support. The stars measure ten separate areas of progress, including safety, health, housing, finance and more:

- for adults exiting our community outreach services, 71% reported an increase in safety and 69% an improvement in their mental health;
- in our children's services, 84% reported that they had increased their ability to keep themselves safe;
- amongst teenagers working with our specialist Choices services, 86% reported an increase in their understanding of healthy relationships and the warning signs of abuse and 79% were more confident they knew where to go for help and support if they needed it; and
- of the women we have supported at the Harmony Project over the last year, 86% showed an improvement in their understanding of domestic violence and sexual consent, and 95% reported an improvement in their mental health. 100% of those with children showed an improvement in their parenting skills.

Exit Evaluation Form: We routinely gather qualitative feedback from clients exiting the service through an anonymous online feedback form. 100% of respondents rated their satisfaction with our services as 8/10 or better. When asked what more we could do to improve our services, 94% responded 'nothing' and those who had suggestions focused on extending our services so more people could benefit, indicating that our services continue to respond well to the individual needs of our clients.

One client commented:

> *"Thank you for your compassion and complete dedication. I felt like you walked beside me, helping me to see and access my own strength and courage, to reclaim my power, and not least to believe that it would end. You provide a priceless and essential service, thank you from the bottom of my heart xx"*

Client Voices Week: Additionally, we run an annual Client Voices week. Amongst our current and recent clients, our services were rated as 9.5 out of 10, with 100% reporting that the support they received made them feel safer.

During this week we also canvass the opinions of the professionals who come into contact with our services. When professionals were asked if they knew of any similar support services in their area, 99% said no.

One headteacher commented:

> *"The choices groups provide vital work and education for the students within our school. It is such a fabulous service, and we do not know what we did without them! The information provided to our students around healthy relationships, consent, contraception and domestic abuse is fantastic. Thankyou!"*

Our findings from all of the above are shared with our trustees and local partners, funders and Women's Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, including the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, Multi Agency Risk Assessment Conference (MARAC), perpetrator subgroup, DSA Partnership Board and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals. We have delivered training with staff working at a local GP surgery, to help them identify and support patients who may be experiencing domestic abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

Finance and fundraising strategy

We were pleased to see our community fundraising events continue to recover following the Covid-19 pandemic. We have worked with supporters to arrange music events, runs, raffles and more.

Income this year has been derived from housing benefit, our contract with Derbyshire County Council, grants from the National Lottery, High Peak Borough Council, Derbyshire Dales Borough Council, Garfield Weston Foundation, the Musk-Burton Charitable Trust, Henry Smith Charity, Leathersellers' Company Charitable Fund, Ministry of Justice, the Home Office, the Office of the Police and Crime Commissioner, Masonic Charitable Foundation, BBC Children in Need, Foundation Derbyshire alongside a range of small grants and donations. Income also came from investment of reserves and an increase in high-profile fundraising events, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressure to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2025 and this strategy sits alongside our Business Plan. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The charity's total income was **£1,240,851**; which is a reduction of **£75,509** from the year before. We are pleased that the Charity was able to sustain an income of over £1 million for the fifth consecutive year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Our expenditure this year was **£1,255,002** which was **£83,798** higher than the previous year. The increase largely relates to rising prices and staffing costs.

We are comfortable with the deficit this year as we continue to spend down the reserves generated during the pandemic. We are forecasting that we will return to surplus in this financial year and then sustain that position going forward. We are confident that we will be able to continue to deliver services at our current level throughout the financial year 2025-2026.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 1-2 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy
In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

At the year end, the charity held £488,218 of unrestricted general reserves which are held to fund the day-to-day operations of the charity.

The trustees consider the target level of reserves to be £350,000. This represents three months' running costs including all winding up costs. This has increased by £50,000 compared to last year. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure. The charity is planning to expand its property portfolio in 2025, which should bring the reserves closer to the reserves target.

Risk Management
The Board is responsible for the risks faced by Crossroads Derbyshire.

The charity has a risk management process designed to identify the major risks that could impact on the aims of the strategic plan. This process identifies the major risks Crossroads Derbyshire faces, the likelihood of occurrence, the significance of the risk and any mitigating controls that are in place. It also seeks to identify any actions and resources required to manage these risks further.

The Board of Trustees has overall responsibility for the management of the risk assessment process. The lead Trustee takes responsibility for ensuring that changes to the risk assessment are brought to the attention of the Board in a timely manner. The risk register in its entirety is reviewed at least annually by the full board.

The risk register was last updated in May 2025 and is due for review in November 2025. The key risks to the charity were identified as financial, external and staff. There is a risk that our expenditure continues to be higher than our income; we are mitigating against this risk with regular spending reviews and the regular monitoring of performance against budget by the Trustees. We have mechanisms in place to identify additional potential funding sources and to ensure that income generation is prioritised within the core team. Externally, there is a risk that turbulent economic or political conditions may have an impact of our ability to deliver our services; we mitigate against this with regular review of economic updates and the political environment. We have a robust reserves policy in place and the organisation is adaptable and has the potential to change as necessary as demonstrated by our response to the COVID pandemic. We have also identified staff welfare and safety as an area of key risk; we hold regular reviews of staff welfare policies and have robust mechanisms in place for staff to raise concerns. We provide regular training to line managers on supporting their staff and share best practice with other similar organisations within our network.

Summary of the charity's plans for the future, including its aims and objectives and details of any activities planned to achieve them

Our three-year strategic plan includes detailed aims and objectives to ensure that we continue to support victims of abuse and respond to changing need. Our current strategic plan runs to March 2026. We will be working with staff, service users and other stakeholders over the coming year to review our progress and set strategic objectives for the next 3 years from April 2026.

We intend to develop and expand our property portfolio, and we are already in discussion with funders, lenders and the local housing team to develop this work. We have been able to secure funding to allow us to go ahead with the purchase of our first properties in 2025.

Other aspects of the strategic plan include:

- set up of a training package to be made available to local statutory, third sector and corporate partners; and
- further development of our preventative work in schools.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2025

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors
Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 8 September 2025 and signed on their behalf by

Rebecca Gibbons - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

We have audited the financial statements of Crossroads Derbyshire Ltd (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity'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 charity 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 the provisions available for small entities, in the circumstances set out in note 8 to the financial statements, 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 charity'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 annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

Use of our report

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

Alison Godfrey

Date: 8 September 2025

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Income from:					
Donations	3	494,382	129,399	**623,781**	878,020
Charitable activities	5	-	596,546	**596,546**	427,082
Investments		-	20,050	**20,050**	11,258
Other income		-	474	**474**	-
Total income		494,382	746,469	**1,240,851**	1,316,360
Expenditure on:					
Raising funds		-	57,549	**57,549**	52,272
Charitable activities		555,743	641,710	**1,197,453**	1,118,932
Total expenditure	7	555,743	699,259	**1,255,002**	1,171,204
Net income / (expenditure)		(61,361)	47,210	**(14,151)**	145,156
Transfers between funds		(31,361)	31,361	**-**	-
Net movement in funds	8	(92,722)	78,571	**(14,151)**	145,156
Reconciliation of funds:					
Total funds brought forward		162,901	444,516	**607,417**	462,261
Total funds carried forward		70,179	523,087	**593,266**	607,417

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2025

	Note	£	**2025** **£**	2024 £
Fixed assets				
Tangible assets	12		**34,869**	4,928
Non-current asset investments			**85,000**	-
			119,869	4,928
Current assets				
Debtors	13	**37,605**		46,531
Current asset investments		**83,354**		89,649
Cash at bank and in hand		**388,683**		513,441
		509,642		649,621
Liabilities				
Creditors: amounts falling due within 1 year	14	**(36,245)**		(47,132)
Net current assets			**473,397**	602,489
Net assets	15		**593,266**	607,417
Funds	16			
Restricted funds			**70,179**	162,901
Unrestricted funds				
Designated funds			**34,869**	4,928
General funds			**488,218**	439,588
Total charity funds			**593,266**	607,417

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

Approved by the trustees on 8 September 2025 and signed on their behalf by

Rebecca Gibbons - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2025

	2025	2024
	£	£
Cash used in operating activities:		
Net movement in funds	**(14,151)**	145,156
Adjustments for:		
Depreciation charges	**2,158**	1,890
Dividends, interest and rents from investments	**(17,346)**	(11,258)
Decrease in debtors	**8,926**	30,866
Decrease in creditors	**(10,887)**	(20,089)
Net cash provided by / (used in) operating activities	**(31,300)**	146,565
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(32,099)**	(6,160)
Dividends, interest and rents from investments	**17,346**	11,258
Net cash provided by investing activities	**(14,753)**	5,098
Increase / (decrease) in cash and cash equivalents in the year	**(46,053)**	151,663
Cash and cash equivalents at the beginning of the year	**603,090**	451,427
Cash and cash equivalents at the end of the year	**557,037**	603,090
Cash reconciliation		
Cash at bank and in hand	**388,683**	513,441
Current asset investments	**83,354**	89,649
Non-current asset investments	**85,000**	-
	557,037	603,090

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Crossroads Derbyshire Ltd

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies

a) Basis of preparation

Crossroads Derbyshire Ltd is a charitable company limited by guarantee registered in England and Wales. The registered office address is 2a Victoria Street, Glossop, Derbyshire, SK13 8AB.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. At 31 March 2025, the charity held general funds of £488,218. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

1. Accounting policies (continued)

f) Expenditure and irrecoverable VAT

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

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

g) Grants payable

Grants payable are recognised as expenditure when the commitment is entered into. Where such a grant is to be paid over instalments, the outstanding balance is recognised as a liability to the extent that a legal or constructive obligation exists.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2025	2024
Raising funds	**5.2%**	5.2%
Charitable activities	**94.8%**	94.8%

i) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

j) Non-current asset investments

Non-current asset investments consist of cash held on deposit in interest bearing accounts for terms exceeding 12 months. Such investments are measured at their fair value.

k) Debtors

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

l) Current asset investments

Current asset investments consist of cash held on deposit in interest bearing accounts for terms between 3 and 12 months. Such investments are measured at their fair value.

1. Accounting policies (continued)

m) Cash at bank and in hand

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

n) Creditors

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

o) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

p) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

q) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(i).

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations	769,502	108,518	878,020
Charitable activities	-	427,082	427,082
Investments	-	11,258	11,258
Total income	769,502	546,858	1,316,360
Expenditure on:			
Raising funds	-	52,272	52,272
Charitable activities	677,721	441,211	1,118,932
Total expenditure	677,721	493,483	1,171,204
Net income	91,781	53,375	145,156
Transfers between funds	(6,160)	6,160	-
Net movement in funds	85,621	59,535	145,156

3. Income from donations

	Restricted £	Unrestricted £	**2025 Total £**
Donations	14,800	28,642	**43,442**
Grant income (note 4)	479,582	98,600	**578,182**
Gift aid	-	2,157	**2,157**
Total income from donations	494,382	129,399	**623,781**

Prior period comparative

	Restricted £	Unrestricted £	2024 Total £
Donations	5,145	19,730	24,875
Grant income (note 4)	764,357	87,606	851,963
Gift aid	-	1,182	1,182
Total income from donations	769,502	108,518	878,020

4. Grant income

	Restricted £	Unrestricted £	**2025 Total £**
Derbyshire PCC	184,073	-	**184,073**
National Lottery	105,630	-	**105,630**
Derbyshire County Council	3,950	-	**3,950**
Henry Smith Charity	-	57,600	**57,600**
High Peak Borough Council	27,000	-	**27,000**
Garfield Weston Foundation	-	30,000	**30,000**
Elm Foundation	33,580	-	**33,580**
Leathersellers	-	10,000	**10,000**
Musk-Burton Charitable Trust	34,000	-	**34,000**
Masonic Charitable Foundation	19,744	-	**19,744**
Children in Need	30,760	-	**30,760**
Grants < £15k	40,845	1,000	**41,845**
	479,582	98,600	**578,182**

Prior period comparative

	Restricted £	Unrestricted £	2024 Total £
Derbyshire PCC	184,019	-	184,019
National Lottery	232,106	19,512	251,618
Derbyshire County Council	114,095	-	114,095
Henry Smith Charity	-	28,800	28,800
High Peak Borough Council	23,000	-	23,000
Elm Foundation	33,580	-	33,580
Brook Trust	30,000	-	30,000
Musk-Burton Charitable Trust	35,000	-	35,000
Masonic Charitable Foundation	17,950	-	17,950
CAF Keystone Fund	-	23,294	23,294
Children in Need	24,007	-	24,007
Nationwide Foundation	46,764	-	46,764
Grants < £15k	23,836	16,000	39,836
	764,357	87,606	851,963

5. Income from charitable activities

	2025	2024
	£	£
Contract income	**465,104**	283,257
Housing benefit	**124,320**	135,249
Service charge	**7,122**	6,576
Student placement fees	**-**	2,000
Total income from charitable activities	**596,546**	427,082

All income from charitable activities in the current and prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund, Office of the Derbyshire Police and Crime Commissioner, Derbyshire County Council, High Peak Borough Council and Derbyshire Dales County Council to fund charitable activities. The total value of such grants in the period ending 31 March 2025 was £324,253 (2024: £576,651). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2025 Total £**
Fundraising	1,052	-	-	**1,052**
Staff costs (note 10)	52,068	941,946	44,967	**1,038,981**
Staff training and recruitment	-	9,134	10,795	**19,929**
Travel and subsistence	-	28,857	686	**29,543**
Rent	-	36,885	3,240	**40,125**
Utilities and cleaning	-	18,591	688	**19,279**
Repairs and maintenance	-	14,705	310	**15,015**
Office costs	-	3,467	325	**3,792**
Insurance	-	7,531	-	**7,531**
Governance costs	-	-	8,987	**8,987**
IT and telephones	-	13,682	2,936	**16,618**
Licences	-	4,885	655	**5,540**
Legal and professional fees	-	-	7,465	**7,465**
Motor expenses	-	-	876	**876**
Service user support	-	32,128	-	**32,128**
Room hire	-	5,518	465	**5,983**
Depreciation	-	-	2,158	**2,158**
Sub-total	53,120	1,117,329	84,553	**1,255,002**
Allocation of support and governance costs	4,429	80,124	(84,553)	-
Total expenditure	**57,549**	**1,197,453**	**-**	**1,255,002**

Total governance costs were £8,880 (2024: £8,400)

Included in service user support costs are items purchased for individuals totalling £4,799 (2024: £12,548).

7. Total expenditure (continued)

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Fundraising	963	-	-	963
Staff costs (note 10)	46,583	857,669	42,399	946,651
Staff training and recruitment	-	6,203	12,094	18,297
Travel and subsistence	-	24,540	1,512	26,052
Rent	-	33,474	2,992	36,466
Utilities and cleaning	-	16,630	-	16,630
Repairs and maintenance	-	7,723	6,790	14,513
Office costs	-	3,619	832	4,451
Insurance	-	6,364	-	6,364
Governance costs	-	-	8,400	8,400
IT and telephones	-	15,316	4,562	19,878
Licences	-	5,270	1,211	6,481
Legal and professional fees	-	-	8,653	8,653
Motor expenses	-	1,604	-	1,604
Service user support	-	40,985	-	40,985
Room hire	-	2,646	392	3,038
Depreciation	-	-	1,890	1,890
Grants paid to partners (note 9)	-	9,888	-	9,888
Sub-total	47,546	1,031,931	91,727	1,171,204
Allocation of support and governance costs	4,726	87,001	(91,727)	-
Total expenditure	52,272	1,118,932	-	1,171,204

8. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Depreciation	**2,158**	1,890
Operating lease payments	**26,605**	36,250
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Auditors' remuneration:		
▪ Statutory audit (excluding VAT)	**7,400**	7,000

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

9. Grants paid to partner organisations

	2025	2024
	£	£
Elm Foundation	**-**	9,888
Total grants paid to partner organisations	**-**	9,888

10. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**900,287**	825,696
Social security costs	**76,800**	69,102
Pension costs	**44,299**	39,942
Freelance staff	**17,595**	11,911
	1,038,981	946,651

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £111,788 (2024: £106,351).

	2025	2024
	No.	No.
Average head count	**37**	35

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2024	-	6,160	7,000	**13,160**
Additions	23,500	-	8,599	**32,099**
Disposals in year	-	-	(7,000)	**(7,000)**
At 31 March 2025	23,500	6,160	8,599	**38,259**
Depreciation				
At 1 April 2024	-	1,232	7,000	**8,232**
Charge for the year	783	1,232	143	**2,158**
On disposals	-	-	(7,000)	**(7,000)**
At 31 March 2025	783	2,464	143	**3,390**
Net book value				
At 31 March 2025	**22,717**	**3,696**	**8,456**	**34,869**
At 31 March 2024	-	4,928	-	4,928

13. Debtors

	2025 £	2024 £
Trade debtors	**11,059**	3,000
Prepayments	**12,310**	6,381
Accrued income	**13,436**	37,150
Other debtors	**800**	-
	37,605	46,531

14. Creditors: amounts due within 1 year

	2025	2024
	£	£
Trade creditors	**2,578**	3,161
Accruals	**15,745**	19,792
Other taxation and social security	**17,922**	24,179
	36,245	47,132

15. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	**Total funds**
	£	£	£	**£**
Tangible fixed assets	-	34,869	-	**34,869**
Non-current asset investments	-	-	85,000	**85,000**
Current assets	71,804	-	437,838	**509,642**
Current liabilities	(1,625)	-	(34,620)	**(36,245)**
Net assets at 31 March 2025	**70,179**	**34,869**	**488,218**	**593,266**

Prior period comparative	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	-	4,928	-	4,928
Current assets	165,528	-	484,093	649,621
Current liabilities	(2,627)	-	(44,505)	(47,132)
Net assets at 31 March 2024	162,901	4,928	439,588	607,417

16. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2025 £**
Restricted funds					
Accommodation	89,027	114,895	(144,437)	(23,500)	**35,985**
Adult group recovery	-	6,250	(5,074)	-	**1,176**
Adult perpetrators	15,119	116,782	(131,901)	-	**-**
Befriending service	14,354	300	(14,654)	-	**-**
Children's groups	656	2,000	(1,416)	738	**1,978**
Choices	21,976	119,254	(129,319)	-	**11,911**
Counselling / Children's counselling	13,259	30,760	(32,924)	-	**11,095**
Education support fund	94	-	-	(94)	**-**
Essentials fund	1,608	6,000	(6,070)	94	**1,632**
Grants to service users	-	13,800	(11,899)	-	**1,901**
Outreach	-	1,950	(1,950)	-	**-**
People carrier	-	10,000	(1,374)	(8,599)	**27**
Security items	2,166	5,100	(5,715)	-	**1,551**
Stalking	4,642	67,291	(69,010)	-	**2,923**
Total restricted funds	162,901	494,382	(555,743)	(31,361)	**70,179**
Unrestricted funds					
Designated funds:					
Fixed asset fund	4,928	-	(2,158)	32,099	**34,869**
Total designated funds	4,928	-	(2,158)	32,099	**34,869**
General funds	439,588	746,469	(697,101)	(738)	**488,218**
Total unrestricted funds	444,516	746,469	(699,259)	31,361	**523,087**
Total funds	607,417	1,240,851	(1,255,002)	-	**593,266**

16. Movements in funds (continued)

Purposes of restricted funds

Accommodation (formerly Harmony)

This funding covers costs associated with our refuge and move-on properties. The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We support young women who are escaping abuse to improve their emotional health and wellbeing and work with them around their children's practical needs. We have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. Our floating support worker also works with young women who resettle in their own tenancies in the local area. This was previously referred to as the Harmony Fund.

Adult group recovery

Our adult group recovery programme delivers group work with women who have experienced domestic abuse. We currently deliver the VOICES programme, a 12 week programme designed to focus on abusive behaviours and recovery.

Adult perpetrators

This funding covers the delivery of the Changes Programme which is a voluntary programme for perpetrators of domestic abuse.

Befriending service

We secure funding from the Buttle Trust specifically to support individuals and families in need as a result of their abuse.

Children's groups

Our groups support children who have experienced domestic abuse. These are delivered in schools or in other settings in the community. This includes fun activity sessions during the summer holidays for the children we have supported during the year.

Choices

Funding for our work with 11-19 year olds who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling and preventative work with girls at risk of abuse, grooming, coercion, or bullying.

Counselling / Children's counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Education support fund

This fund has been combined into the Essentials fund.

16. Movements in funds (continued)

Purposes of restricted funds (continued)

Essentials fund

Funding to provide household support, such as groceries and utilities, to families. We also raise funds each year to make sure that no child has to start a new school with inappropriate uniform or other essential items they may need.

Grants to service users

This is individual grant funding secured from other organisations on behalf of our service users.

Outreach

This programme works with adults who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding was provided to purchase and maintain a people carrier.

Security items

Funding to provide cameras, lock changes, window locks etc.

Stalking

This funds our Stalking Advocacy work across the county of Derbyshire.

Purposes of designated funds

Fixed asset fund

The net book value of all tangible fixed assets are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Transfers between funds

A transfer has been made from two restricted funds to the Fixed Asset designated fund to reflect the purchase of capital assets using restricted funding.

16. Movements in funds (continued)

Prior period comparative

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds					
Accommodation	4,043	274,017	(189,033)	-	89,027
Adult perpetrators	-	116,728	(101,609)	-	15,119
Awards for all	7,735	-	(1,575)	(6,160)	-
Befriending service	-	30,000	(15,646)	-	14,354
Children's counselling	8,291	24,007	(19,039)	-	13,259
Children's groups	5,425	4,000	(8,769)	-	656
Choices	1,206	115,208	(94,438)	-	21,976
Education support fund	931	-	(837)	-	94
Essentials fund	1,613	3,000	(3,005)	-	1,608
Freedom programme	6,848	1,500	(8,348)	-	-
Grants to service users	-	12,361	(12,361)	-	-
National Lottery cost of living	-	30,402	(30,402)	-	-
Outreach	39,012	86,988	(126,000)	-	-
People carrier	643	-	(643)	-	-
Security items	1,533	4,000	(3,367)	-	2,166
Stalking	-	67,291	(62,649)	-	4,642
Total restricted funds	77,280	769,502	(677,721)	(6,160)	162,901
Unrestricted funds					
Designated funds:					
Fixed asset fund	658	-	(1,890)	6,160	4,928
Contingency reserve fund	260,000	-	-	(260,000)	-
Total designated funds	260,658	-	(1,890)	(253,840)	4,928
General funds	124,323	546,858	(491,593)	260,000	439,588
Total unrestricted funds	384,981	546,858	(493,483)	6,160	444,516
Total funds	462,261	1,316,360	(1,171,204)	-	607,417

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2025	2024
	£	£
Amount falling due:		
Within 1 year	**19,021**	18,530
Within 1 - 5 years	**40,501**	54,004
Over 5 years	**152**	153
	59,674	72,687

18. Related party transactions

There were no related party transactions in the current or prior year.

CROSSROADS DERBYSHIRE

England & Wales - Charity number 1134679

Accounts

Crossroads DERBYSHIRE
'With you through domestic abuse'

Impact Report

A MESSAGE FROM OUR CHAIR

This year has been a period of continued growth and reflection for our charity, as we remain committed to providing essential services to those experiencing domestic abuse across the High Peak and Derbyshire Dales. Through our accommodation, advocacy, recovery and support services, we have worked tirelessly to reduce risk and increase safety for those who need it most.

We were delighted to be awarded the Women's Aid National Quality Standards Level Two accreditation this year. Our assessor described our services as, "examples of national best practice". I would like to recognise the dedication of our staff, trustees, and volunteers in achieving this award.

Thank you to everyone who has supported us this year. Your donations, fundraising efforts, and advocacy make a significant difference in the lives of those we serve. Finally, to our service users, your strength and resilience inspire us every day. You are at the heart of everything we do.

Elaine McDonald – Chair of Trustees

IMPACT SNAPSHOT

468
Adults Supported

363
Children & Young People Supported

85%
Referrals Accepted

833 people directly benefited from our work this year

22 young women used The Harmony Project and follow-on support

226 children were helped to recover from domestic abuse through one-to-one and group support

136 women were helped in their recovery by our counselling and group recovery programmes

103 young people accessed the Making Positive Choices project

319 adults were supported in the community

24 adults accessed our Stalking Advocacy service

Our Objectives

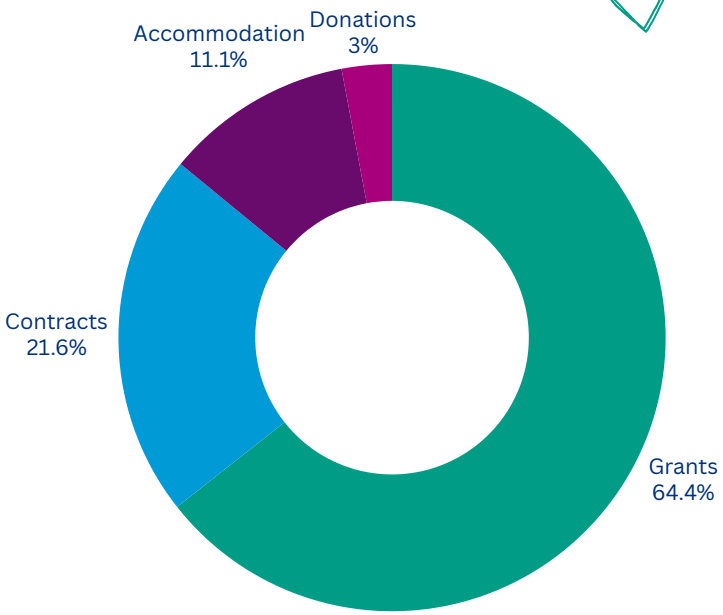
Sustainability – We are pleased to have sustained an income of over £1 million for the 4th consecutive year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Commissioned services – We continued to deliver our contracted services, and were able to expand these thanks to a further contract variation. We deliver this work in partnership with The Elm Foundation and NCHA WISH. During this year, we secured a new tender to continue these services from April 2024.

Improved partnership working – Our close working partnerships extend across a range of statutory and voluntary agencies across Derbyshire and beyond. We maintain strong referral pathways with other specialist providers including drug and alcohol services, mental health services, sexual violence agencies, social care, education, police, housing, volunteer agencies and more.

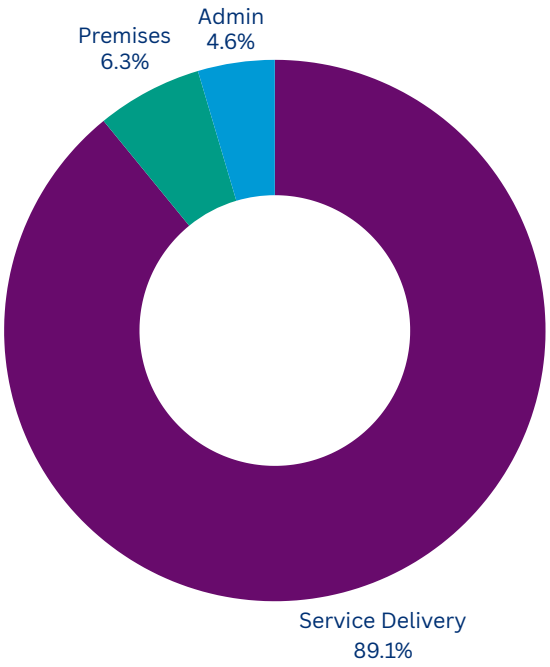
FUNDS RAISED

£1,316,360



TOTAL EXPENSES

£1,171,204



PROJECTS	DETAILS	OUTCOMES
Adult Outreach	We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe.	• 82% reported an increase in safety. • 82% an increase in self-esteem and confidence.
Children's Outreach	Our children's team supports children in schools across the High Peak and Derbyshire Dales, including group work and one-to-one.	• 87% reported that they had increased their ability to keep themselves safe.
Making Positive Choices	This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling.	• 94% reported an increase in their understanding of healthy relationships and the warning signs of abuse.
Accommodation	Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We also have four stand-alone properties for young women who are moving on.	• 100% showed an improvement in safety. • 100% showed an improvement in their understanding of domestic abuse and sexual consent. • 80% of those with children showed an improvement in their parenting skills.

WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT

Masonic Charitable Foundation

Stronger Starts

TESCO Every little helps

Garfield Weston FOUNDATION

Foundation Derbyshire

FLAIR RUGS

pilotlight Do more for your world

DERBYSHIRE County Council

LIDL

High Peak Borough Council

Swizzels Loved since 1928

BBC Children in Need

BIG LOTTERY FUND LOTTERY FUNDED

PCrefurb

Leathersellers

hummingbird project Community aid + Clothing bank + Local support

Derbyshire Police and Crime Commissioner Safer and Stronger Together Protecting Communities Fighting Crime

The Henry Smith Charity founded in 1628

THANK YOU TO ALL OUR DONORS, FUNDRAISERS AND VOLUNTEERS

CYBER ESSENTIALS CERTIFIED PLUS

Charity Excellence FRAMEWORK

www.crossroadsderbyshire.org

admin@crossroadsderbyshire.org

01457 856675

women's aid national quality standard 2023–2026

Registered Charity: 1134679

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd
Report and Audited Financial Statements
31 March 2024

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2024

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Elaine Abraham Lee	
Hannah Burbidge	
Rebecca Gibbons	
Abbie Kirkham	
Elaine McDonald	
Karen Mitchell	
Lisa Morris	
Abeer Omer	
John Pasiecznik	appointed 9 October 2023
Meera Senior	resigned 11 March 2024
Michelle Simpson	

Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage

Bankers

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

The Charity Bank Limited
Fosse House
182 High Street
Tonbridge
TN19 1BE

HSBC
5 Great Underbank
Stockport
Cheshire
SK1 1LH

Vernon Building Society
19 St Petersgate
Stockport
Cheshire
SK1 1HF

Mansfield Building Society
Regent House
Regent Street
Mansfield
Nottinghamshire
NG18 1SS

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document

Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors

As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the Board of Trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed three sub-groups to oversee Finance, Fundraising and Human Resources. The finance sub-group meets regularly (members have relevant financial experience) and other groups are constituted on a task and finish basis as required. There are currently ten trustees and they meet monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Abeer Omar and Lisa Morris are due to retire as trustees but are eligible for reappointment.

Delegated management

Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 25 years' experience in the charity sector. Trustees meet monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Staffing structure

In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 26 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator, a business manager and part-time housekeeper and a part time fundraiser. There are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales.

Setting pay and remuneration of key management personnel

The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document

"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year

Crossroads Derbyshire has 44 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **833** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge. We also have a further flat that is available for emergency short term accommodation;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. This project also works with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support - for adults living in the community who have experienced physical, emotional, sexual or financial abuse. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe;

- Stalking Advocacy - support for victims of stalking, including those not in a domestic abuse relationship;
- Children's outreach support - individual support and group work for children and young people affected by domestic abuse;
- Children's refuge support - targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Adults' counselling - recovery work for victims of abuse, led by BACP registered counsellors. This service is offered in person or over the telephone;
- Children's counselling - a targeted service for children aged 6-18 who have experienced domestic abuse. This includes art, talking and play therapies;
- Befriending Service - volunteer support for former clients who are experiencing social isolation;
- Group Recovery Work - a range of group programmes focused on patterns of domestic abuse and the effects on children who live with it; and
- Changes - work with perpetrators of abuse focused on harm reduction and the prevention of further abuse.

Public benefit

Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety. The trustees have had due regard to the Charity Commission's guidance on public benefit.

Our aims are:

- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance

During the year we worked with staff, trustees and volunteers to develop our new Strategic Plan 2023-2026. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the monthly trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

Short-term and longer-term objectives

Sustainability - Our community fundraising income remains below the level that we saw prior to the Covid-19 pandemic. We did however see a rise in statutory and grant funding. This has meant we have been able to continue to offer all of our project work, and maintain our higher staffing levels to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services - We continued to deliver our contracted services and were able to expand these thanks to a further contract variation. We deliver this work in partnership with The Elm Foundation and Nottingham Community Housing Association (NCHA), with NCHA acting as contract lead. During this year, we secured a new tender to continue these services from April 2024, initially for three years, extendable up to six.

Improved partnership working - Our close working partnerships extend across a range of statutory and voluntary agencies across Derbyshire and beyond. We maintain strong referral pathways with other specialist providers including drug and alcohol services, mental health services, sexual violence agencies, social care, education, police, housing, volunteer agencies and more.

Representatives from Crossroads Derbyshire actively participate in several strategic panels: Police Domestic Violence Scrutiny Panel, the Domestic and Sexual Abuse Partnership Board, the Domestic Abuse Housing Action Group, the Women's Aid CEO Group and the Community Safety Partnership. Additionally, our staff members have taken part in national consultations with Women's Aid, the Victims Commissioner and the Home Office.

These strategic connections enable us to actively engage in discussions and initiatives within Derbyshire's domestic abuse and sexual violence action plan. Moreover, these partnerships afford us opportunities to share our insights with strategic commissioning groups, influencing positive change within the community.

Our key charity partners are The Elm Foundation and NCHA. We have a partnership agreement in place, and have delivered contracted services with them throughout the year. Together we have also delivered lottery-funded work with young people and group work.

We have also continued to work with Great Places (formerly Equity Housing) and we have four dispersed properties supplied by them.

We have developed stronger links with partners this year, particularly Social Care, through the Achieving Great Futures initiative. We have been an active partner on the Domestic and Sexual Abuse Partnership Board and we have developed links with Remedi victim services agency.

We have agreed plans to expand our properties in 2024. This will further enhance our services to any families who might not be suitable for shared refuge or who are struggling to secure housing.

Our services in detail

Community outreach services

Services to adults

We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the Freedom Programme.

During the year we supported **319** adults in the community.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks, and this has been more important than ever due to the rising cost of living.

Following a huge rise in demand for our support since 2020, referrals remained high throughout the year. Our Freedom Programme groups were attended by **45** women. The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.

We have been delivering group recovery programmes such as The Freedom Programme for many years, allowing survivors to come together, support each other and learn more about the signs and warning signals of unhealthy relationships. This is an important part of recovery from domestic abuse. This year we piloted a new programme for the first time – The Voice Programme. Our first trials of the programme have been very well received and the women we support have spoken very positively about the information they have gained and the impact it has had on their mental health and self-esteem.

Stalking Advocacy - Our stalking advocate is the first in Derbyshire and provides support to victims of non-Domestic Abuse stalking for the first time. This service was launched in April 2023 and extended to take county-wide referrals in the autumn. This year we have supported **24** adults within this service. We have continued to strengthen our links with stalking advocates in other areas and develop professional networks which support this work.

Counselling service - We recruited a further two volunteer counsellors, making a team of six counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. In total we offered counselling to **91** individuals, which was again a huge increase on last year.

Services to children and young people

Our children's team has supported **198** children in schools across the High Peak and Derbyshire Dales, with **28** children attending our specialist Me2 groups.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners.

Making Positive Choices

This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family. This project is delivered alongside our consortium partners. We also work one-to-one with young people.

Thanks to funding from the Derbyshire Police and Crime Commissioner, National Lottery and the Masonic Charitable Foundation, we have been able to continue to offer group work, one-to-one work and specialist family work.

The project uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with **103** young people over the past year with some very positive outcomes.

Accommodation services
Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, and supports them to build a safe future for themselves and their children. We can support up to five young women at a time and house an average of 21 women each year.

Harmony floating support - We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

This year we have added a crash pad offering emergency temporary accommodation to those fleeing domestic abuse.

Our accommodation services were directly funded this year by High Peak Borough Council, Derbyshire County Council, Reaching Communities and the Burton Family Charitable Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters.

Governance
Our board of trustees are extremely committed and attendance at monthly meetings continues to be high. The board continued to meet using online virtual meetings, with three face to face meetings each year. Online meetings have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan, as well as taking the lead on monitoring any gaps in service.

At the AGM in October the trustees appointed Rebecca Gibbons as Treasurer and would like to thank Karen Mitchell for her years of service in this role. Karen remains as a trustee and an active member of the Finance Sub Group.

We have a designated trustee who has responsibility for presenting certain information to the full board at monthly meetings. The lead roles are as follows:

Chair of the board	Elaine McDonald
Treasurer	Rebecca Gibbons
Finance Subgroup	Karen Mitchell
	Abeer Omar
	Rebecca Gibbons (Lead/Chair of group)
Community Fundraising	Elaine Abraham-Lee
Safeguarding	Lisa Morris
Staff Welfare (HR/Training)	Abbie Kirkham
Equalities and Evaluation	Lisa Morris (Meera Senior to March 2024)
Governance	Michelle Simpson
Risk Register	Hannah Burbidge

The finance sub-group meet quarterly to oversee organisational finance issues, ensuring we are compliant with Charity Commission regulations. We have held online and in-person fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity's performance during the year has made to the beneficiaries of the charity

Following a review of our client engagement and evaluations carried out across the service, last year we introduced new coproduction exercises. We now use the following tools to measure our success and to identify any gaps in service.

Outcome stars: We use a simple numerical measurement tool to measure progress from start to end of support. The stars measure ten separate areas of progress, including safety, health, housing, finance and more. We recorded outcomes for 243 adults who worked with our community outreach service in 2023. The biggest improvements were in Safety (82% showed improvement), Confidence and Self Esteem (82% showed improvement) and Hope, Goals and Dreams (80% showed improvement). Across all outcomes, we recorded an average movement of two points out of ten. Of the 10 women we recorded outcomes for as they left the Harmony Project, 100% reported an improvement in their motivation and self-esteem and 100% showed an improvement in their emotional and mental health. 100% of those with children showed an improvement in their parenting skills.

Exit Evaluation Form: We ask all clients to complete an exit evaluation survey. This is an anonymous form which can be completed using a smartphone or on paper. This allows all of the people we support to give feedback on the service they received. Last year 98% of respondents rated their satisfaction with our services as 9/10 or better. When asked what more we could do to improve our services, 90% responded 'nothing' and those who had suggestions focused on extending our services so more people could benefit, indicating that our services continue to respond well to the individual needs of our clients.

Client Voices Week: In addition, this year we relaunched our annual Client Voices Week. We engaged with 52 adults, 21 children & young people and 31 professionals, gathering their views on our service and where they felt we could improve. This was an overwhelmingly positive exercise and we have taken the learning from this to develop new services and adapt our services for the coming year. This year we will also set up a Survivors Forum to encourage the people we support to contribute to our service as we develop new services in the coming years.

Of the adults we spoke to, 98% said that our service made them feel safer.

> *"I was completely isolated and alone. Having someone to call is a lifeline. Having someone who knows who to call for particular help, even better. Having someone care, be there, show up, make calls, tell me how to help myself, someone who has more information than I do - there's no way to explain how that feels."*

The professionals we consulted rated our services as 9.4/10 with one commenting:

> *"Service is always bespoke to each client I refer, the service my clients receive is always above expectation"*

Our findings from all of the above are shared with our trustees and local partners, funders and Women's Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, namely the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, Multi Agency Risk Assessment Conference (MARAC), DRIVE perpetrator panel, DSA Partnership Board and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals. We have delivered training with the local Job Centre staff, to help those working with benefits claimants who may be experiencing abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

Finance and fundraising strategy

We were pleased to see our community fundraising events continue to recover following the Covid-19 pandemic. We have worked with supporters to arrange music events, runs, raffles and more.

We continued to deliver against existing contracts. The tender with Derbyshire County Council and the five-year lottery grant for our refuge had both been agreed prior to March 2020 and continued as planned.

Income this year has been derived from housing benefit, grants from Derbyshire County Council, the National Lottery, High Peak Borough Council, Garfield Weston Foundation, the Burton Family Charitable Trust, Henry Smith Charity, Leathersellers' Company Charitable Fund, Ministry of Justice, the Home Office, the Office of the Police and Crime Commissioner, Masonic Charitable Foundation, BBC Children in Need, Foundation Derbyshire alongside a range of small grants and donations. Income also came from investment of reserves and an increase in high-profile fundraising events, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressure to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2024 and this strategy sits alongside our Business Plan, which has recently reviewed and covers the next three years. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The trustees are pleased that the charity has been so successful in securing additional funding over the past year.

The charity's total income was **£1,316,360; an increase of £214,453** compared to the previous year. We are pleased that the Charity was able to sustain an income of over £1 million for the fourth consecutive year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Our expenditure this year was **£1,171,204** which was **£86,096** lower than the previous year. The decrease largely relates to reduced grants to project partners as the corresponding restricted funding came to an end.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 1-2 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy

In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

At the year end, the charity also held £439,588 of unrestricted reserves which are held to fund the day-to-day operations of the charity. This includes £300,000 which represents three months' running costs including all winding up costs. This £300,000 has increased by £40,000 compared to last year and brings us in line with our target. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure. The trustees have agreed plans to expand our properties in 2024 which will spend down the excess reserves.

Risk Management

The Board is responsible for the risks faced by Crossroads Derbyshire.

The Charity has a risk management process designed to identify the major risks that could impact on the aims of the Strategic Plan. This process identifies the major risks Crossroads Derbyshire faces, the likelihood of occurrence, the significance of the risk, and any mitigating controls that are in place. It also seeks to identify any actions and resources required to manage these risks further.

The Board of Trustees has overall responsibility for the management of the risk assessment process. The lead Trustee takes responsibility for ensuring that changes to the risk assessment are brought to the attention of the Board in a timely manner. The risk register in its entirety is reviewed at least annually by the full Board.

The risk register was last updated in September 2023 and is due for review in September 2024. The key risks to the charity were identified as:

Risk	Outline of Risk	Mitigation	Risk Rating
Finance	Expenditure higher than income	Regular spending reviews. Seek additional funding sources. Regular monitoring of performance against budget by Trustees.	Amber
Staff	Staff welfare & safety	Regular review of staff welfare policies. Mechanism in place for staff to raise concerns. Regular training for line managers.	Amber
External	Turbulent economic and/or political environment	Regular review of economic updates. Reserve Policy in place to support short term operations. Charity ethos to be adaptable and have the potential to change.	Amber

Plans for the future

Our three-year strategic plan includes detailed aims and objectives to ensure that we continue to support victims of abuse and respond to changing need. We intend to develop and expand our property portfolio over the coming three years, starting with an initial investment in the purchase of four residential properties. We are already in discussion with funders, lenders and the local housing team to develop this work.

Other aspects of the strategic plan include:

- set up of a training package to be made available to local statutory, third sector and corporate partners;
- expansion of the Stalking Advocacy service to develop a multi-agency response across Derbyshire; and
- further development of our preventative work in schools.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors
Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 9 September 2024 and signed on their behalf by

Rebecca Gibbons

Rebecca Gibbons - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

We have audited the financial statements of Crossroads Derbyshire Ltd (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 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 charity 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 charity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

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

Alison Godfrey

Date: 12 September 2024

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2024

	Note	Restricted £	Unrestricted £	**2024 Total £**	2023 Total £
Income from:					
Donations	3	769,502	108,518	**878,020**	710,285
Charitable activities	5	-	427,082	**427,082**	387,344
Investments		-	11,258	**11,258**	4,278
Total income		769,502	546,858	**1,316,360**	1,101,907
Expenditure on:					
Raising funds		-	52,272	**52,272**	51,614
Charitable activities		677,721	441,211	**1,118,932**	1,205,686
Total expenditure	7	677,721	493,483	**1,171,204**	1,257,300
Net income / (expenditure)		91,781	53,375	**145,156**	(155,393)
Transfers between funds		(6,160)	6,160	**-**	-
Net movement in funds	8	85,621	59,535	**145,156**	(155,393)
Reconciliation of funds:					
Total funds brought forward		77,280	384,981	**462,261**	617,654
Total funds carried forward		162,901	444,516	**607,417**	462,261

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2024

	Note	£	2024 £	2023 £
Fixed assets				
Tangible assets	12		**4,928**	658
Current assets				
Debtors	13	**46,531**		77,397
Cash at bank and in hand		**513,441**		364,818
Current asset investments		**89,649**		86,609
		649,621		528,824
Liabilities				
Creditors: amounts falling due within 1 year	14	**(47,132)**		(67,221)
Net current assets			**602,489**	461,603
Net assets	15		**607,417**	462,261
Funds	16			
Restricted funds			**162,901**	77,280
Unrestricted funds				
Designated funds			**4,928**	260,658
General funds			**439,588**	124,323
Total charity funds			**607,417**	462,261

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

Approved by the trustees on 9 September 2024 and signed on their behalf by

Rebecca Gibbons

Rebecca Gibbons - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2024

	2024 £	2023 £
Cash used in operating activities:		
Net movement in funds	**145,156**	(155,393)
Adjustments for:		
Depreciation charges	**1,890**	34,211
Dividends, interest and rents from investments	**(11,258)**	(4,278)
Decrease / (increase) in debtors	**30,866**	(49,725)
Decrease in creditors	**(20,089)**	(11,555)
Net cash provided by / (used in) operating activities	**146,565**	(186,740)
Cash flows from investing activities:		
Purchase of tangible fixed assets	**(6,160)**	-
Dividends, interest and rents from investments	**11,258**	4,278
Net cash provided by investing activities	**5,098**	4,278
Increase / (decrease) in cash and cash equivalents in the year	**151,663**	(182,462)
Cash and cash equivalents at the beginning of the year	**451,427**	633,889
Cash and cash equivalents at the end of the year	**603,090**	451,427
Cash reconciliation		
Cash at bank and in hand	**513,441**	364,818
Current asset investments	**89,649**	86,609
	603,090	451,427

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. At 31 March 2024, the charity held general funds of £144,223 and a contingency reserve fund of £300,000 which can be drawn down if necessary. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

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

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

1. **Accounting policies (continued)**

g) Grants payable

Grants payable are recognised as expenditure when the commitment is entered into. Where such a grant is to be paid over instalments, the outstanding balance is recognised as a liability to the extent that a legal or constructive obligation exists.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2024	2023
Raising funds	**5.2%**	5.1%
Charitable activities	**94.8%**	94.9%

i) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors

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

m) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

1. **Accounting policies (continued)**

n) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(i).

2. **Prior period comparatives: statement of financial activities**

	Restricted £	Unrestricted £	2023 Total £
Income from:			
Donations	579,788	130,497	710,285
Charitable activities	-	387,344	387,344
Investments	-	4,278	4,278
Total income	579,788	522,119	1,101,907
Expenditure on:			
Raising funds	-	51,614	51,614
Charitable activities	650,960	554,726	1,205,686
Total expenditure	650,960	606,340	1,257,300
Net expenditure	(71,172)	(84,221)	(155,393)
Transfers between funds	11,274	(11,274)	-
Net movement in funds	(59,898)	(95,495)	(155,393)

3. Income from donations

	Restricted £	Unrestricted £	**2024 Total £**
Donations	5,145	19,730	**24,875**
Grant income (note 4)	764,357	87,606	**851,963**
Gift aid	-	1,182	**1,182**
Total income from donations	769,502	108,518	**878,020**

Prior period comparative

	Restricted £	Unrestricted £	2023 Total £
Donations	2,860	14,627	17,487
Grant income (note 4)	576,928	112,930	689,858
Gift aid	-	2,940	2,940
Total income from donations	579,788	130,497	710,285

4. Grant income

	Restricted £	Unrestricted £	**2024 Total £**
Derbyshire PCC	184,019	-	**184,019**
National Lottery	232,106	19,512	**251,618**
Derbyshire County Council	114,095	-	**114,095**
Henry Smith Charity	-	28,800	**28,800**
High Peak Borough Council	23,000	-	**23,000**
Elm Foundation	33,580	-	**33,580**
Brook Trust	30,000	-	**30,000**
Burton Family Charitable Trust	35,000	-	**35,000**
Masonic Charitable Foundation	17,950	-	**17,950**
CAF Keystone Fund	-	23,294	**23,294**
Children in Need	24,007	-	**24,007**
Nationwide Foundation	46,764	-	**46,764**
Grants < £15k	23,836	16,000	**39,836**
	764,357	87,606	**851,963**

4. Grant income (continued)

Prior period comparative

	Restricted £	Unrestricted £	2023 Total £
Derbyshire PCC	180,331	-	180,331
National Lottery	147,004	-	147,004
Derbyshire County Council	84,068	-	84,068
Henry Smith Charity	-	53,000	53,000
Unnamed donor	50,000	-	50,000
High Peak Borough Council	36,515	-	36,515
Garfield Weston Foundation	-	36,500	36,500
Elm Foundation	33,580	-	33,580
Leathersellers	6,500	10,000	16,500
Grants < £15k	38,930	13,430	52,360
	576,928	112,930	689,858

5. Income from charitable activities

	2024 £	2023 £
Contract income	**283,257**	268,059
Housing benefit	**135,249**	114,014
Service charge	**6,576**	5,271
Student placement fees	**2,000**	-
Total income from charitable activities	**427,082**	387,344

All income from charitable activities in the current and prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund, Office of the Derbyshire Police and Crime Commissioner, Derbyshire County Council, High Peak Borough Council and in 2024, Derbyshire Dales County Council to fund charitable activities. The total value of such grants in the period ending 31 March 2024 was £576,651 (2023: £454,542). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2024 Total £**
Fundraising	963	-	-	**963**
Staff costs (note 10)	46,583	857,669	42,399	**946,651**
Staff training and recruitment	-	6,203	12,094	**18,297**
Travel and subsistence	-	24,540	1,512	**26,052**
Rent	-	33,474	2,992	**36,466**
Utilities and cleaning	-	16,630	-	**16,630**
Repairs and maintenance	-	7,723	6,790	**14,513**
Office costs	-	3,619	832	**4,451**
Insurance	-	6,364	-	**6,364**
Governance costs	-	-	8,400	**8,400**
IT and telephones	-	15,316	4,562	**19,878**
Licences	-	5,270	1,211	**6,481**
Legal and professional fees	-	-	8,653	**8,653**
Motor expenses	-	1,604	-	**1,604**
Service user support	-	40,985	-	**40,985**
Room hire	-	2,646	392	**3,038**
Depreciation	-	-	1,890	**1,890**
Grants paid to partners (note 9)	-	9,888	-	**9,888**
Sub-total	47,546	1,031,931	91,727	**1,171,204**
Allocation of support and governance costs	4,726	87,001	(91,727)	-
Total expenditure	**52,272**	**1,118,932**	**-**	**1,171,204**

Total governance costs were £8,400 (2023: £7,800)

Included in service user support costs are items purchased for individuals totalling £12,548 (2023: £15,803).

7. Total expenditure

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	2023 Total £
Fundraising	1,539	-	-	1,539
Staff costs (note 10)	42,813	790,469	32,949	866,231
Staff training and recruitment	-	6,922	22,884	29,806
Travel and subsistence	-	25,849	923	26,772
Rent	-	22,942	12,192	35,134
Utilities and cleaning	-	13,967	6,059	20,026
Repairs and maintenance	-	10,559	638	11,197
Office costs	-	1,244	6,381	7,625
Insurance	-	6,243	-	6,243
Governance costs	-	-	7,800	7,800
IT and telephones	-	9,167	7,072	16,239
Licences	-	240	3,458	3,698
Legal and professional fees	-	-	6,123	6,123
Motor expenses	-	1,555	506	2,061
Service user support	-	55,923	-	55,923
Room hire	-	3,176	156	3,332
Depreciation	-	-	34,211	34,211
Grants paid to partners (note 9)	-	123,340	-	123,340
Sub-total	44,352	1,071,596	141,352	1,257,300
Allocation of support and governance costs	7,262	134,090	(141,352)	-
Total expenditure	51,614	1,205,686	-	1,257,300

8. Net movement in funds

This is stated after charging:

	2024	2023
	£	£
Depreciation	**1,890**	34,211
Operating lease payments	**36,250**	34,806
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	26
Auditors' remuneration:		
▪ Statutory audit (excluding VAT)	**7,000**	6,500

In the prior year, one trustee was reimbursed for travel and business network fees.

9. Grants paid to partner organisations

	2024	2023
	£	£
Elm Foundation	**9,888**	57,447
Derbyshire Wish	**-**	65,893
Total grants paid to partner organisations	**9,888**	123,340

10. Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	**825,696**	753,158
Social security costs	**69,102**	63,999
Pension costs	**39,942**	35,847
Freelance staff	**11,911**	13,227
	946,651	866,231

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £106,351 (2023: £99,802).

	2024	2023
	No.	No.
Average head count	**35**	34

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2023	146,135	14,640	7,000	**167,775**
Additions	-	6,160	-	**6,160**
Disposals in year	(146,135)	(14,640)	-	**(160,775)**
At 31 March 2024	-	6,160	7,000	**13,160**
Depreciation				
At 1 April 2023	145,720	14,397	7,000	**167,117**
Charge for the year	415	1,475	-	**1,890**
On disposals	(146,135)	(14,640)	-	**(160,775)**
At 31 March 2024	-	1,232	7,000	**8,232**
Net book value				
At 31 March 2024	**-**	**4,928**	**-**	**4,928**
At 31 March 2023	415	243	-	658

13. Debtors

	2024 £	2023 £
Trade debtors	**3,000**	22,856
Prepayments	**6,381**	5,391
Accrued income	**37,150**	47,319
Other debtors	**-**	1,831
	46,531	77,397

14. Creditors: amounts due within 1 year

	2024	2023
	£	£
Trade creditors	**3,161**	1,966
Accruals	**19,792**	48,791
Other taxation and social security	**24,179**	16,464
	47,132	67,221

15. Analysis of net assets between funds

	Restricted funds	Designated funds	General funds	**Total funds**
	£	£	£	**£**
Tangible fixed assets	**-**	4,928	**-**	**4,928**
Current assets	165,528	**-**	484,093	**649,621**
Current liabilities	(2,627)	**-**	(44,505)	**(47,132)**
Net assets at 31 March 2024	**162,901**	**4,928**	**439,588**	**607,417**

Prior period comparative	Restricted funds	Designated funds	General funds	Total funds
	£	£	£	£
Tangible fixed assets	**-**	658	**-**	658
Current assets	108,988	260,000	159,836	528,824
Current liabilities	(31,708)	**-**	(35,513)	(67,221)
Net assets at 31 March 2023	77,280	260,658	124,323	462,261

16. Movements in funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2024 £**
Restricted funds					
Accommodation	4,043	274,017	(189,033)	-	**89,027**
Adult perpetrators	-	116,728	(101,609)	-	**15,119**
Awards for all	7,735	-	(1,575)	(6,160)	**-**
Befriending service	-	30,000	(15,646)	-	**14,354**
Children's counselling	8,291	24,007	(19,039)	-	**13,259**
Children's groups	5,425	4,000	(8,769)	-	**656**
Choices	1,206	115,208	(94,438)	-	**21,976**
Education support fund	931	-	(837)	-	**94**
Essentials fund	1,613	3,000	(3,005)	-	**1,608**
Freedom programme	6,848	1,500	(8,348)	-	**-**
Grants to service users	-	12,361	(12,361)	-	**-**
National Lottery cost of living	-	30,402	(30,402)	-	**-**
Outreach	39,012	86,988	(126,000)	-	**-**
People carrier	643	-	(643)	-	**-**
Security items	1,533	4,000	(3,367)	-	**2,166**
Stalking	-	67,291	(62,649)	-	**4,642**
Total restricted funds	77,280	769,502	(677,721)	(6,160)	**162,901**
Unrestricted funds					
Designated funds:					
Fixed asset fund	658	-	(1,890)	6,160	**4,928**
Contingency reserve fund	260,000	-	-	(260,000)	**-**
Total designated funds	260,658	-	(1,890)	(253,840)	**4,928**
General funds	124,323	546,858	(491,593)	260,000	**439,588**
Total unrestricted funds	384,981	546,858	(493,483)	6,160	**444,516**
Total funds	462,261	1,316,360	(1,171,204)	-	**607,417**

16. **Movements in funds (continued)**

Purposes of restricted funds

Accommodation (formerly Harmony)

This funding covers costs associated with our refuge and move-on properties. The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We support young women who are escaping abuse to improve their emotional health and wellbeing and work with them around their children's practical needs. We have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. Our floating support worker also works with young women who resettle in their own tenancies in the local area. This was previously referred to as the Harmony Fund.

Adult perpetrators

This funding covers the delivery of the Changes Programme which is a voluntary programme for perpetrators of domestic abuse.

Awards for all

This funding was used to improve the efficiency of our buildings, to mitigate the rising costs of utilities. This included a new boiler and radiators for our advice centre, and insulation, ventilation and improvements at our Harmony Project refuge.

Befriending service

We secure funding from the Buttle Trust specifically to support individuals and families in need as a result of their abuse.

Children's counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Children's groups

Funding for our well-established Me2 Children's Group Work, supporting children aged 5-12 who have experienced domestic abuse. The Me2 Programme focuses on safety, healthy relationships, mental health and self-esteem. This funding is also used to support our school holiday groups for children.

Choices

Funding for our work with 11-19 year olds who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling and preventative work with girls at risk of abuse, grooming, coercion, or bullying.

Education support fund (formerly school uniform fund)

This fund enables us to support our clients to overcome barriers to their education. We raise funds each year to make sure that no child has to start a new school with inappropriate uniform or other essential items they may need. This fund also supports adults in our accommodation services to continue their education. This was previously known as the School Uniform Fund.

16. **Movements in funds (continued)**

Purposes of restricted funds (continued)

Essentials fund

Funding to provide household support, such as groceries and utilities, to families.

Freedom programme

The Freedom Programme is a series of twelve weekly workshops focusing on tactics used by an abusive person. The programme is designed to help women to identify abusive relationships.

Grants to service users

We secure funding from bodies such as the Buttle Trust, Rotary Clubs and others specifically to support individuals and families in need as a result of their abuse.

National Lottery cost of living

One-off funding to meet the rising cost of living. This fund helped us to meet rising salary and utility costs, provide additional services and extend our services during the financial year.

Outreach

This programme works with women and men who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding was provided to purchase and maintain a people carrier. Depreciation is charged to the restricted fund each year.

Security items

Funding to provide cameras, lock changes, window locks etc.

Stalking (formerly part of Outreach)

This was previously included in the Outreach fund but is now a fund in its own right. This funds our stalking advocacy work across the county of Derbyshire.

Purposes of designated funds

Fixed asset fund

The net book value of all tangible fixed assets are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Contingency reserve fund

This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. This has been transferred to general funds.

16. Movements in funds (continued)

Transfers between funds

A transfer has been made from the Awards For All restricted fund to the Fixed Asset designated fund to reflect the purchase of a capital asset using restricted funding.

The transfer from the designated contingency reserve to general funds was due to the trustees' decision to un-designate these funds and instead include this amount within general reserves.

Prior period comparative

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2023 £
Restricted funds					
Awards for all	-	9,916	(2,181)	-	7,735
Befriending service	16,574	-	(16,574)	-	-
Children's equipment	603	-	(603)	-	-
Children's groups	1,174	3,541	(3,481)	4,191	5,425
Children's counselling	2,487	15,347	(9,543)	-	8,291
Choices	-	258,458	(278,075)	20,823	1,206
Community groups	4,191	-	-	(4,191)	-
Counselling	13,481	-	(24,593)	11,112	-
Digital capacity	2,200	-	(2,200)	-	-
Essentials fund	1,621	12,062	(12,070)	-	1,613
Freedom programme	4,092	10,905	(8,149)	-	6,848
Grants to service users	540	16,099	(16,801)	162	-
Harmony	27,687	129,728	(153,372)	-	4,043
Outreach	56,012	116,377	(112,554)	(20,823)	39,012
People carrier	2,424	-	(1,781)	-	643
School uniform fund	1,091	1,802	(1,962)	-	931
Security items	3,001	5,553	(7,021)	-	1,533
Total restricted funds	137,178	579,788	(650,960)	11,274	77,280
Unrestricted funds					
Designated funds:					
Fixed asset fund	34,869	-	(34,211)	-	658
Contingency reserve fund	226,000	-	-	34,000	260,000
Total designated funds	260,869	-	(34,211)	34,000	260,658
General funds	219,607	522,119	(572,129)	(45,274)	124,323
Total unrestricted funds	480,476	522,119	(606,340)	(11,274)	384,981
Total funds	617,654	1,101,907	(1,257,300)	-	462,261

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2024	2023
	£	£
Amount falling due:		
Within 1 year	**18,530**	10,728
Within 1 - 5 years	**54,004**	4
Over 5 years	**153**	154
	72,687	10,886

18. Related party transactions

There were no related party transactions during the year. In the prior year, Elaine McDonald, a trustee, is also a director and trustee of Home Start High Peak. During the year the charity made sales of £450 to Home Start High Peak for provision of training. All transactions were carried out at arms length.

CROSSROADS DERBYSHIRE

England & Wales - Charity number 1134679

Accounts

Supporting people experiencing domestic abuse in the High Peak and Derbyshire Dales

Crossroads DERBYSHIRE

IMPACT REPORT

2022-2023

A MESSAGE FROM OUR CHAIR

This year, we saw the increasing impact of the cost-of-living crisis on victims of domestic abuse. The level of referrals we received remained higher than pre-pandemic. Despite this, we continued to successfully develop our service and increase the amount of support we were able to offer to our service users in the High Peak and Derbyshire Dales.

I am so proud of our staff, trustees and volunteers for their dedication, resilience and passion for the work we do. We are very fortunate to have such a committed group of people working for the charity.

Thank you to everyone who has supported us this year, especially those who have fundraised and donated money and essential items. Mostly, I would like to thank our service users for their continued bravery. You inspire us every day to keep going.

Elaine McDonald - Chair of Trustees

IMPACT SNAPSHOT

436

Adults Supported

422

Children & Young People Supported

82%

Referrals Accepted

844 people directly benefited from our work this year

22 young women used The Harmony Project and follow-on support

287 children were helped to recover from domestic abuse through one-to-one and group support

149 women were helped in their recovery by our counselling and Freedom Programme

135 young people accessed the Making Positive Choices project

315 adults were supported in the community

Our Objectives

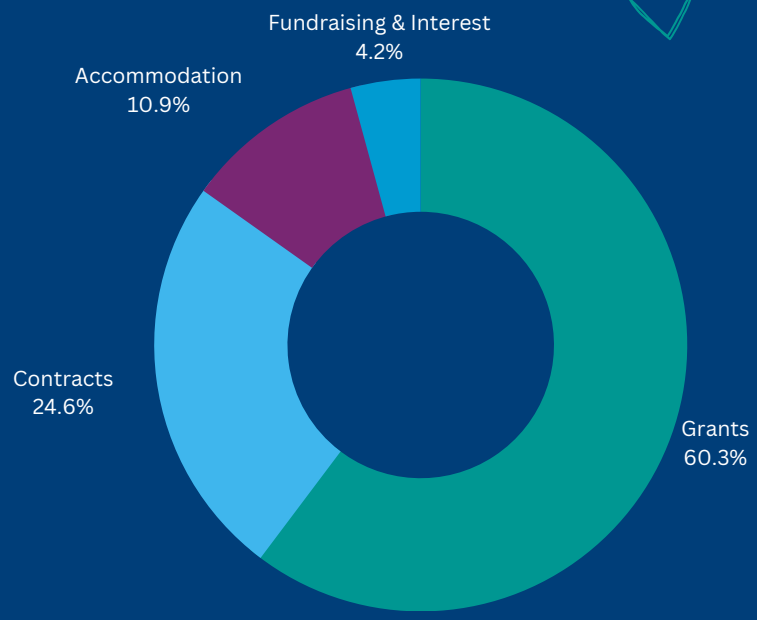
Sustainability – Our community fundraising income remained below the level that we saw prior to the Covid-19 pandemic. However, we did see a rise in statutory and grant funding. This has meant we have been able to continue to offer all of our project work and maintain our higher staffing levels to meet the greater demand.

Commissioned services – We continued to deliver our contracted services, and were able to expand these thanks to a further contract variation. We deliver this work in partnership with The Elm Foundation and Derbyshire WISH (NCHA).

Improved partnership working – We have developed stronger links with partners this year, particularly Social Care, through the Achieving Great Futures initiative.

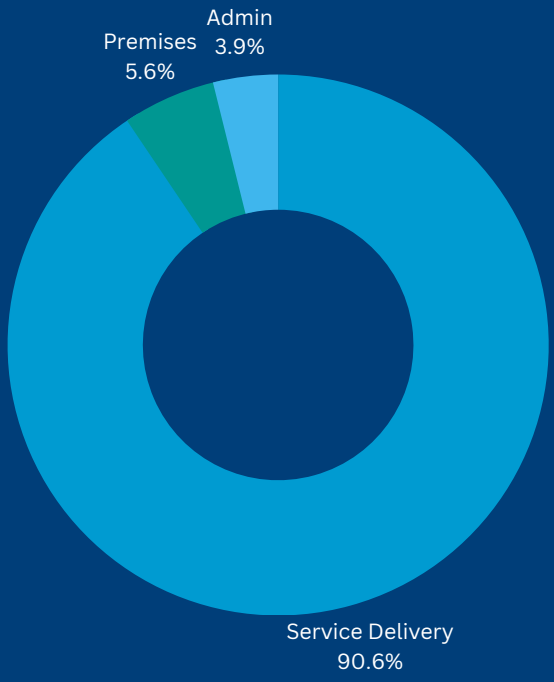
FUNDS RAISED

£1,068,657



TOTAL EXPENSES

£1,193,905



PROJECTS	DETAILS	OUTCOME
Adult Outreach	We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe.	• 73% reported an increase in safety. • 77% an increase in self-esteem and confidence
Children's Outreach	Our children's team supports children in schools across the High Peak and Derbyshire Dales. We have fully resumed our Me2 Group Work.	• 90% reported that they had increased their ability to keep themselves safe.
Making Positive Choices	This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling.	• 92% reported an increase in their understanding of healthy relationships and the warning signs of abuse.
Accommodation	Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We also have four stand-alone properties for young women who are moving on.	• 100% showed an improvement in safety • 100% showed an improvement in their mental health • 86% of those with children showed an improvement in their parenting skills.

WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT

Garfield Weston FOUNDATION

The Henry Smith Charity founded in 1628

Foundation Derbyshire

High Peak Borough Council

FLAIR RUGS

DERBYSHIRE County Council
Improving life for local people

BIG LOTTERY FUND
LOTTERY FUNDED

PCrefurb

hummingbird project
Community aid + Clothing bank + Local support

Derbyshire Police and Crime Commissioner

THANK YOU TO ALL OUR DONORS, FUNDRAISERS AND VOLUNTEERS

women's aid Full member federation of england

www.crossroadsderbyshire.org

admin@crossroadsderbyshire.org

01457 856675

Charity Excellence FRAMEWORK QUALITY MARK www.charityexcellence.co.uk 2023

Registered Charity: 1134679

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd

Report and Audited Financial Statements

31 March 2023

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2023

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Elaine Abraham Lee Hannah Burbidge Rebecca Gibbons Cilla Hollman — Resigned 11 November 2022 Abbie Kirkham Elaine McDonald Karen Mitchell Lisa Morris Abeer Omer Meera Senior Michelle Simpson
Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Charity Bank Limited Fosse House 182 High Street Tonbridge TN19 1BE HSBC 5 Great Underbank Stockport Cheshire SK1 1LH Vernon Building Society 19 St Petersgate Stockport Cheshire SK1 1HF Mansfield Building Society Regent House Regent Street Mansfield Nottinghamshire NG18 1SS Nationwide Building Society Kings Park Road Moulton Park Northampton NN3 6NW

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2023

Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2023

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document
Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors
As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the board of trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed three sub-groups to oversee Finance, Fundraising and Human Resources. The finance sub-group meets regularly (members have relevant financial experience) and other groups are constituted on a task and finish basis as required. There are currently ten directors and they meet monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Abeer Omar, Lisa Morris and Meera Senior are due to retire as trustees but are eligible for reappointment.

One trustee stood down during the year. Cilla Hollman resigned at the AGM on 11th November 2022.

Delegated management
Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 25 years' experience in the charity sector. Trustees meet monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Staffing structure
In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 26 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator and part-time housekeeper and there are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales.

Setting pay and remuneration of key management personnel
The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document
"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year
Crossroads Derbyshire has 44 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **844** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. This project also works with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support, for adults who have experienced physical, emotional, sexual or financial abuse for adults living in the community;

- Stalking Advocacy – support for victims of stalking, including those not in a domestic abuse relationship;
- Individual support and group work for children and young people affected by domestic abuse at home;
- Targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Counselling services to offer emotional support to those recovering from domestic abuse;
- 12-week Freedom Programme which examines the tactics of the perpetrator and looks at the patterns of domestic abuse and the effects on children who live with it; and
- Children's counselling – a targeted service for children age 6-18 who have experienced domestic abuse.

Public benefit
Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety.

Our aims are:
- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance
During the year we worked with staff, trustees and volunteers to develop our new Strategic Plan 2023-2026. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the monthly trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

Short-term and longer-term objectives
Sustainability – Our community fundraising income remains below the level that we saw prior to the Covid-19 pandemic. We did however see a rise in statutory and grant funding. This has meant we have been able to continue to offer all of our project work, and maintain our higher staffing levels to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services – We continued to deliver our contracted services, and were able to expand these thanks to a further contract variation. We deliver this work in partnership with The Elm Foundation and Derbyshire WISH (NCHA), with Derbyshire WISH (NCHA) acting as contract lead. We received confirmation that the contract would be extended by one year to March 2024.

Improved partnership working – We have developed stronger links with partners this year, particularly Social Care, through the Achieving Great Futures initiative. We have been an active partner on the Domestic and Sexual Abuse Partnership Board and we have developed links with Remedi victim services agency.

Our key charity partners are The Elm Foundation and Derbyshire WISH. We have a partnership agreement in place, and have delivered contracted services with them throughout the year. Together we have also delivered lottery-funded work with young people and group work.

We have also continued to work with Great Places (formerly Equity Housing) and we now have four dispersed properties supplied by them. We have received funding to expand to two further properties in 2023. This will further enhance our services to any families who might not be suitable for shared refuge or who are struggling to secure housing.

Our services in detail

Community outreach services

Services to adults
We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the Freedom Programme.

During the year we supported **315** adults in the community.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks, and this has been more important than ever due to the rising cost of living.

Following a huge rise in demand for our support in 2020-21, referrals remained high throughout the year. Our Freedom Programme groups were attended by 45 women. The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.

Stalking Advocacy - This service was established during the year and launched in April 2023. Our stalking advocate is the first in Derbyshire, and will support victims of non-Domestic Abuse stalking for the first time. This year we have been researching other services around the country, meeting other stalking advocates and staff have completed training in preparation for the launch.

Counselling service - We recruited a further two volunteer counsellors, making a team of six counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. In total we offered counselling to 104 individuals, which was again a huge increase on last year.

Services to children and young people
Our children's team has supported 235 children in schools across the High Peak and Derbyshire Dales. We have fully resumed our Me2 Group Work this year, with 40 children attending groups.

We have taken part in meetings with commissioners to discuss the changes to legislation brought about by the Domestic Abuse Act 2021 which for the first time recognised children as victims. We were commended on the work we were already doing, which recognised that we are already meeting the needs of children who have experienced abuse.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners.

Making Positive Choices
This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family. This project is delivered alongside our consortium partners. We also work one-to-one with young people.

Thanks to funding from the Police and Crime Commissioner, National Lottery and another donor, we now offer group work, one-to-one work and specialist family work.

The project uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with 135 young people over the last year with some very positive outcomes.

Accommodation services
Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, and supports them to build a safe future for themselves and their children. We can support up to five young women at a time and house an average of 21 women each year.

Harmony floating support - We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

Our accommodation services were directly funded this year by High Peak Borough Council, Reaching Communities, MHCLG, the Burton Family Charitable Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters.

Governance
We ended the year with ten trustees. Our board of trustees are extremely committed and attendance at monthly meetings continues to be high. The board continued to meet using online virtual meetings, with three face to face meetings each year. Online meetings have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan, with the Chief Executive leading on these pieces of work.

This year we have undergone a review of our board and have appointed trustees to specific “lead” roles. This means that we have a designated trustee who has responsibility for presenting certain information to the full board at monthly meetings. The lead roles are as follows:

Chair of the board	Elaine McDonald
Treasurer	Karen Mitchell
Finance Subgroup	Karen Mitchell (Lead/Chair of group)
	Abeer Omar
	Rebecca Gibbons
Community Fundraising	Elaine Abraham-Lee
Safeguarding	Lisa Morris
Staff Welfare (HR/Training)	Abbie Kirkham
Equalities and Evaluation	Meera Senior
Governance	Michelle Simpson
Risk Register	Hannah Burbidge

The finance sub-group meet quarterly to oversee organisational finance issues, ensuring we are compliant with Charity Commission regulations. We have held online and in-person fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity’s performance during the year has made to the beneficiaries of the charity

We record service users’ journeys using outcomes stars. Clients are asked to rate themselves out of ten on each point of the star, with each point representing a different issue. These differ across the service depending on the client group, but all cover the main issues of safety, self-esteem and wellbeing. Service users are asked questions at the start of service, and again at the end. These help us to see where we are having a benefit, and also help the service users to see the progress they have made. Our findings are shared with our trustees and local partners, funders and Women’s Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

Across our services, we consistently receive positive feedback and record improved outcomes across all measures.

For adults exiting our community outreach services, 73% reported an increase in safety and 77% an increase in self-esteem and confidence. In our children’s services, 90% reported that they had increased their ability to keep themselves safe. Amongst teenagers working with our specialist Choices services, 92% reported an increase in their understanding of healthy relationships and the warning signs of abuse.

Of the 18 women we have supported at the Harmony Project over the last year, 100% showed an improvement in safety and 100% showed an improvement in their mental health. 86% of those with children showed an improvement in their parenting skills.

We routinely gather qualitative feedback from clients exiting the service through an anonymous online feedback form. 100% of respondents rated their satisfaction with our services as 9/10 or better. The 2 quotes below were responses to the question ‘what did we do well?’:

"Charlotte gave me so much support throughout the most difficult time of my life. She was very knowledgeable and managed to get me go a place that I could see my exs behaviour for what it is. She gave me the strength I need to build a new life for myself and my children. She explained the court process better than the legal people! I will be forever grateful and now feel positive for my future."

"Always there to support me without judgement. Supported me emotionally and helped me with life skills"

When asked what more we could do to improve our services, 94% responded 'nothing' and those who had suggestions focussed on extending our services so more people could benefit, indicating that our services continue to respond well to the individual needs of our clients.

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, namely the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, MARAC, DRIVE perpetrator panel, DSA Partnership Board and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals. We have delivered training with the local DWP office, to help those working with benefits claimants who may be experiencing abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

Finance and fundraising strategy

We were pleased to be able to run in-person fundraising events this year for the first time since the Covid-19 pandemic. We ran a successful fundraising quiz this year, and worked with supporters to arrange sponsored walks, a garden party and a cold water swimming event.

We continued to deliver against existing contracts. The tender with Derbyshire County Council and the five-year lottery grant for our refuge had both been agreed prior to March 2020 and continued as planned.

Income this year has been derived from housing benefit, grants from Derbyshire County Council, the National Lottery, High Peak Borough Council, Garfield Weston Foundation, the Burton Family Charitable Trust, Henry Smith Charity, Leathersellers' Company Charitable Fund, Ministry of Justice, the Home Office, the Office of the Police and Crime Commissioner, Sylvia Adams Charitable Trust, Foundation Derbyshire and an anonymous donor alongside a range of small grants and donations. Income also came from investment of reserves and an increase in high-profile fundraising events, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressure to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2023 and this strategy sits alongside our Business Plan, which was recently reviewed and covers the next three years. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The trustees are pleased that the charity has been so successful in securing additional funding over the past year, as we move out of the period of emergency funding linked to the pandemic.

The charity's total income was **£1,101,907.** Although this is a decrease of **£29,886** compared to the previous year, we are pleased that the charity was able to sustain an income of over £1 million for the third year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Our expenditure this year was **£1,257,300** which was **£85,511** higher than the previous year. The increase is related to additional staff costs and rising utilities costs. We are fortunate to be able to use our surplus to cover this shortfall.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 1-2 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy
In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

A designated contingency fund of £260,000 has been carried forward. This represents three months' running costs including all winding up costs. This has increased by £34,000 compared to last year and brings us in line with our target. This amount has now been ring-fenced as a new designated fund. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure.

At the year end, the charity also held around £124,000 of unrestricted reserves which are held to fund the day-to-day operations of the charity. This level of funds is expected to reduce in future as the charity spends down the reserves built up during the covid-19 pandemic. The current level of unrestricted reserves provides some additional security while Derbyshire County Council re-tender.

Statement of responsibilities of the trustees
The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 10 July 2023 and signed on their behalf by

K. Mitchell

Karen Mitchell - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

We have audited the financial statements of Crossroads Derbyshire Ltd (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 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 charity 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 charity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

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

Alison Godfrey

Date: 12 July 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2023

	Note	Restricted £	Unrestricted £	**2023 Total £**	2022 Total £
Income from:					
Donations	3	579,788	130,497	**710,285**	786,604
Charitable activities	5	-	387,344	**387,344**	343,809
Investments		-	4,278	**4,278**	1,380
Total income		579,788	522,119	**1,101,907**	1,131,793
Expenditure on:					
Raising funds		-	51,614	**51,614**	44,598
Charitable activities		650,960	554,726	**1,205,686**	1,127,191
Total expenditure	7	650,960	606,340	**1,257,300**	1,171,789
Net expenditure		(71,172)	(84,221)	**(155,393)**	(39,996)
Transfers between funds		11,274	(11,274)	**-**	-
Net movement in funds	8	(59,898)	(95,495)	**(155,393)**	(39,996)
Reconciliation of funds:					
Total funds brought forward		137,178	480,476	**617,654**	657,650
Total funds carried forward		77,280	384,981	**462,261**	617,654

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2023

	Note	£	2023 £	2022 £
Fixed assets				
Tangible assets	12		**658**	34,869
Current assets				
Debtors	13	**77,397**		27,672
Cash at bank and in hand		**364,818**		548,701
Current asset investments		**86,609**		85,188
		528,824		661,561
Liabilities				
Creditors: amounts falling due within 1 year	14	**(67,221)**		(78,776)
Net current assets			**461,603**	582,785
Net assets	15		**462,261**	617,654
Funds	16			
Restricted funds			**77,280**	137,178
Unrestricted funds				
Designated funds			**260,658**	260,869
General funds			**124,323**	219,607
Total charity funds			**462,261**	617,654

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

Approved by the trustees on 10 July 2023 and signed on their behalf by

K. Mitchell

Karen Mitchell - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2023

	2023	2022
	£	£
Cash used in operating activities:		
Net movement in funds	**(155,393)**	(39,996)
Adjustments for:		
Depreciation charges	**34,211**	34,211
Dividends, interest and rents from investments	**(4,278)**	(1,380)
Decrease / (increase) in debtors	**(49,725)**	(7,932)
Increase / (decrease) in creditors	**(11,555)**	38,424
Net cash provided by / (used in) operating activities	**(186,740)**	23,327
Cash flows from investing activities:		
Dividends, interest and rents from investments	**4,278**	1,380
Net cash provided by / (used in) investing activities	**4,278**	1,380
Increase / (decrease) in cash and cash equivalents in the year	**(182,462)**	24,707
Cash and cash equivalents at the beginning of the year	**633,889**	609,182
Cash and cash equivalents at the end of the year	**451,427**	633,889
Cash reconciliation		
Cash at bank and in hand	**364,818**	548,701
Current asset investments	**86,609**	85,188
	451,427	633,889

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. At 31 March 2023, the charity held general funds of £124,323 and a contingency reserve fund of £260,000 which can be drawn down if necessary. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

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

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

1. Accounting policies (continued)

g) Grants payable

Grants payable are recognised as expenditure when the commitment is entered into. Where such a grant is to be paid over instalments, the outstanding balance is recognised as a liability to the extent that a legal or constructive obligation exists.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2023	2022
Raising funds	**5.1%**	5.2%
Charitable activities	**94.9%**	94.8%

i) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors

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

m) Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

1. Accounting policies (continued)

n) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

o) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

p) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(h) and conduit funding as described below:

Conduit funding

Crossroads Derbyshire act as the lead partner on some consortium funding bids. The funding received under these agreements is being treated in the accounts as conduit funding where the partners organisations are specifically named in the funding agreements and as Crossroads Derbyshire's income where the partners are not specifically named in the funding agreements.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**2022 Total £**
Income from:			
Donations	574,650	211,954	**786,604**
Charitable activities	-	343,809	**343,809**
Investments	-	1,380	**1,380**
Total income	574,650	557,143	**1,131,793**
Expenditure on:			
Raising funds	-	44,598	**44,598**
Charitable activities	589,711	537,480	**1,127,191**
Total expenditure	589,711	582,078	**1,171,789**
Net expenditure	(15,061)	(24,935)	**(39,996)**
Transfers between funds	2,131	(2,131)	**-**
Net movement in funds	(12,930)	(27,066)	**(39,996)**

3. Income from donations

	Restricted £	Unrestricted £	**2023 Total £**
Donations	2,860	14,627	**17,487**
Grant income (note 4)	576,928	112,930	**689,858**
Gift aid	-	2,940	**2,940**
Total income from donations	579,788	130,497	**710,285**

Prior period comparative

	Restricted £	Unrestricted £	2022 Total £
Donations	2,500	15,743	18,243
Grant income (note 4)	572,150	195,168	767,318
Gift aid	-	1,043	1,043
Total income from donations	574,650	211,954	786,604

4. Grant income

	Restricted £	Unrestricted £	**2023 Total £**
Derbyshire PCC	180,331	-	**180,331**
National Lottery	147,004	-	**147,004**
Derbyshire County Council	84,068	-	**84,068**
Henry Smith Charity	-	53,000	**53,000**
Unnamed donor	50,000	-	**50,000**
High Peak Borough Council	36,515	-	**36,515**
Garfield Weston Foundation	-	36,500	**36,500**
Elm Foundation	33,580	-	**33,580**
Other (< £25k)	45,430	23,430	**68,860**
	576,928	112,930	**689,858**

4. Grant income (continued)

Prior period comparative

	Restricted £	Unrestricted £	2022 Total £
Derbyshire PCC	141,374	80,468	221,842
National Lottery	144,138	-	144,138
Derbyshire County Council	84,068	-	84,068
Henry Smith Charity	-	72,500	72,500
Unnamed donor	50,000	-	50,000
Elm Foundation	35,000	-	35,000
Lloyds Foundation	-	30,000	30,000
High Peak Borough Council	28,400	200	28,600
Brook Trust	26,055	-	26,055
Buttle Trust	25,050	-	25,050
Burton Family Charitable Trust	25,000	-	25,000
Other (< £25k)	13,065	12,000	25,065
	572,150	195,168	767,318

5. Income from charitable activities

	2023 £	2022 £
Contract income	**268,059**	226,800
Housing benefit	**114,014**	110,448
Service charge	**5,271**	5,161
Student placement fees	**-**	1,400
Total income from charitable activities	**387,344**	343,809

All income from charitable activities in the current and prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund, Office of the Derbyshire Police and Crime Commissioner, Derbyshire County Council and High Peak Borough Council to fund charitable activities. The total value of such grants in the period ending 31 March 2023 was £454,542 (2022: £482,807). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2023 Total £**
Fundraising	1,539	-	-	**1,539**
Staff costs (note 10)	42,813	790,469	32,949	**866,231**
Staff training and recruitment	-	6,922	22,884	**29,806**
Travel and subsistence	-	25,849	923	**26,772**
Rent	-	22,942	12,192	**35,134**
Utilities and cleaning	-	13,967	6,059	**20,026**
Repairs and maintenance	-	10,559	638	**11,197**
Office costs	-	1,244	6,381	**7,625**
Insurance	-	6,243	-	**6,243**
Governance costs	-	-	7,800	**7,800**
IT and telephones	-	9,167	7,072	**16,239**
Licences	-	240	3,458	**3,698**
Legal and professional fees	-	-	6,123	**6,123**
Motor expenses	-	1,555	506	**2,061**
Service user support	-	55,923	-	**55,923**
Room hire	-	3,176	156	**3,332**
Depreciation	-	-	34,211	**34,211**
Grants paid to partners (note 9)	-	123,340	-	**123,340**
Sub-total	44,352	1,071,596	141,352	**1,257,300**
Allocation of support and governance costs	7,262	134,090	(141,352)	-
Total expenditure	**51,614**	**1,205,686**	**-**	**1,257,300**

Total governance costs were £7,800 (2022: £6,600)

Included in service user support costs are items purchased for individuals totalling £15,803 (2022: £27,397).

7. Total expenditure

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	2022 Total £
Fundraising	857	-	-	857
Staff costs (note 10)	37,298	673,999	30,262	741,559
Staff training and recruitment	-	8,983	12,447	21,430
Travel and subsistence	-	19,584	645	20,229
Rent	-	21,838	12,000	33,838
Utilities and cleaning	-	14,254	2,984	17,238
Repairs and maintenance	-	8,407	2,663	11,070
Office costs	-	225	5,504	5,729
Insurance	-	6,029	-	6,029
Governance costs	-	-	6,600	6,600
IT and telephones	-	12,840	10,105	22,945
Licences	-	-	1,613	1,613
Legal and professional fees	-	-	3,835	3,835
Motor expenses	-	2,171	-	2,171
Service user support	-	58,487	-	58,487
Room hire	-	2,708	-	2,708
Depreciation	-	-	34,211	34,211
Grants paid to partners (note 9)	-	181,240	-	181,240
Sub-total	38,155	1,010,765	122,869	1,171,789
Allocation of support and governance costs	6,443	116,426	(122,869)	-
Total expenditure	44,598	1,127,191	**-**	1,171,789

8. Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation	**34,211**	34,211
Operating lease payments	**34,806**	34,024
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**26**	30
Auditors' remuneration:		
▪ Statutory audit (including VAT)	**7,800**	6,600

One trustee was reimbursed for travel and business network fees (2022: one trustee reimbursed for professional fees).

9. Grants paid to partner organisations

	2023	2022
	£	£
Elm Foundation	**57,447**	90,890
Derbyshire Wish	**65,893**	90,350
Total grants paid to partner organisations	**123,340**	181,240

10. Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	**753,158**	658,705
Social security costs	**63,999**	48,986
Pension costs	**35,847**	30,806
Freelance staff	**13,227**	3,062
	866,231	741,559

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £99,802 (2022: £93,153).

	2023	2022
	No.	No.
Average head count	**34**	33

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2022	146,135	17,921	7,000	**171,056**
Disposals in year	-	(3,281)	-	**(3,281)**
At 31 March 2023	146,135	14,640	7,000	**167,775**
Depreciation				
At 1 April 2022	116,493	14,094	5,600	**136,187**
Charge for the year	29,227	3,584	1,400	**34,211**
On disposals	-	(3,281)	-	**(3,281)**
At 31 March 2023	145,720	14,397	7,000	**167,117**
Net book value				
At 31 March 2023	**415**	**243**	**-**	**658**
At 31 March 2022	29,642	3,827	1,400	34,869

13. Debtors

	2023 £	2022 £
Trade debtors	**22,856**	15,428
Prepayments	**5,391**	5,148
Accrued income	**47,319**	6,239
Other debtors	**1,831**	857
	77,397	27,672

14. Creditors: amounts due within 1 year

	2023 £	2022 £
Trade creditors	**1,966**	19,756
Accruals	**48,791**	40,950
Other taxation and social security	**16,464**	18,070
	67,221	78,776

15. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	658	-	**658**
Current assets	108,988	260,000	159,836	**528,824**
Current liabilities	(31,708)	-	(35,513)	**(67,221)**
Net assets at 31 March 2023	**77,280**	**260,658**	**124,323**	**462,261**

Prior period comparative	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	34,869	-	**34,869**
Current assets	144,616	226,000	290,945	**661,561**
Current liabilities	(7,438)	-	(71,338)	**(78,776)**
Net assets at 31 March 2022	**137,178**	**260,869**	**219,607**	**617,654**

16. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2023 £**
Restricted funds					
Awards for all	-	9,916	(2,181)	-	**7,735**
Befriending service	16,574	-	(16,574)	-	**-**
Children's equipment	603	-	(603)	-	**-**
Children's groups	1,174	3,541	(3,481)	4,191	**5,425**
Children's counselling	2,487	15,347	(9,543)	-	**8,291**
Choices	-	258,458	(278,075)	20,823	**1,206**
Community groups	4,191	-	-	(4,191)	**-**
Counselling	13,481	-	(24,593)	11,112	**-**
Digital capacity	2,200	-	(2,200)	-	**-**
Essentials fund	1,621	12,062	(12,070)	-	**1,613**
Freedom project	4,092	10,905	(8,149)	-	**6,848**
Grants to service users	540	16,099	(16,801)	162	**-**
Harmony	27,687	129,728	(153,372)	-	**4,043**
Outreach	56,012	116,377	(112,554)	(20,823)	**39,012**
People carrier	2,424	-	(1,781)	-	**643**
School uniform fund	1,091	1,802	(1,962)	-	**931**
Security items	3,001	5,553	(7,021)	-	**1,533**
Total restricted funds	137,178	579,788	(650,960)	11,274	**77,280**
Unrestricted funds					
Designated funds:					
Fixed asset fund	34,869	-	(34,211)	-	**658**
Contingency reserve fund	226,000	-	-	34,000	**260,000**
Total designated funds	260,869	-	(34,211)	34,000	**260,658**
General funds	219,607	522,119	(572,129)	(45,274)	**124,323**
Total unrestricted funds	480,476	522,119	(606,340)	(11,274)	**384,981**
Total funds	617,654	1,101,907	(1,257,300)	-	**462,261**

16. Movements in funds (continued)

Purposes of restricted funds

Awards for all

This funding will be used to improve the efficiency of our buildings, to mitigate the rising costs of utilities. This will include a new boiler and radiators for our advice centre, and insulation, ventilation and improvements at our Harmony Project refuge.

Befriending service

Funding to establish a volunteer befriending service for survivors of domestic abuse who need additional support to access groups and activities in the local community.

Children's equipment

Funding for specialist equipment for children moving into refuge, such as sterilisers, safety gates, school equipment, pushchairs and prams or any other safety / practical item that will make children safe and well supported.

Children's groups

Funding for our well established Me2 Children's Group Work, supporting children aged 5-12 who have experienced domestic abuse. The Me2 Programme focuses on safety, healthy relationships, mental health and self-esteem. This funding is also used to support our school holiday groups for children.

Choices

Funding for our work with 11-19 year olds who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling and preventative work with girls at risk of abuse, grooming, coercion, or bullying.

Community groups

This funding is for groups for adults and children to recover from and better understand the impacts of domestic abuse on the whole family.

Counselling / Children's counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Digital capacity

A small fund established to help us improve our digital capability and adapt to new ways of working.

Essentials fund

Funding to provide household support, such as groceries and utilities, to families.

Freedom project

The Freedom Programme is a series of twelve weekly workshops focusing on tactics used by an abusive person. The programme is designed to help women to identify abusive relationships.

16. Movements in funds (continued)

Purposes of restricted funds (continued)

Grants to service users

We secure funding from bodies such as Rotary Clubs and others specifically to support individuals and families in need as a result of their abuse.

Harmony

This funding covers costs associated with our refuge and move-on properties. The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We support young women who are escaping abuse to improve their emotional health and wellbeing and work with them around their children's practical needs. We have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. Our floating support worker also works with young women who resettle in their own tenancies in the local area.

Outreach

This programme works with women and men who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding was provided to purchase and maintain a people carrier. Depreciation is charged to the restricted fund each year.

School uniform fund

We raise funds each year to make sure that no child has to start a new school with inappropriate uniform.

Security items

Funding to provide cameras, lock changes, window locks etc.

Purposes of designated funds

Fixed asset fund

The net book value of all tangible fixed assets are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Contingency reserve fund

This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees.

Transfers between funds

The transfer of funds between community groups and children's groups was done to reallocate resources based on need. The restricted funding provided was eligible for use with adults or children.

The other transfer during the year was done to fund an overspend on our counselling service.

16. Movements in funds (continued)

Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Restricted funds					
Activities	1,187	-	(3,318)	2,131	**-**
Befriending service	-	17,363	(789)	-	**16,574**
Children's equipment	1,852	-	(1,249)	-	**603**
Children's groups	4,457	-	(3,283)	-	**1,174**
Community groups	4,191	-	-	-	**4,191**
Coronavirus emergency funding	16,330	-	(16,330)	-	**-**
Counselling	21,673	8,692	(16,884)	-	**13,481**
Children's counselling	2,248	7,614	(7,375)	-	**2,487**
Digital capacity	-	2,200	-	-	**2,200**
Essentials fund	-	5,261	(3,640)	-	**1,621**
Floating support	8,426	47,722	(56,148)	-	**-**
Freedom project	4,410	1,500	(1,818)	-	**4,092**
Grants to service users	3,044	25,940	(28,444)	-	**540**
Harmony	14,078	126,192	(112,583)	-	**27,687**
Outreach	59,687	325,666	(329,341)	-	**56,012**
People carrier	2,095	2,500	(2,171)	-	**2,424**
School uniform fund	968	1,000	(877)	-	**1,091**
Security items	5,462	3,000	(5,461)	-	**3,001**
Total restricted funds	150,108	574,650	(589,711)	2,131	**137,178**
Unrestricted funds					
Designated funds:					
Fixed asset fund	69,080	-	(34,211)	-	**34,869**
Contingency reserve fund	176,000	-	-	50,000	**226,000**
Total designated funds	245,080	-	(34,211)	50,000	**260,869**
General funds	262,462	557,143	(547,867)	(52,131)	**219,607**
Total unrestricted funds	507,542	557,143	(582,078)	(2,131)	**480,476**
Total funds	657,650	1,131,793	(1,171,789)	-	**617,654**

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2023	2022
	£	£
Amount falling due:		
Within 1 year	**10,728**	16,310
Within 1 - 5 years	**4**	8,004
Over 5 years	**154**	160
	10,886	24,474

18. Related party transactions

Elaine McDonald, a trustee, is also a director and trustee of Home Start High Peak. During the year the charity made sales of £450 to Home Start High Peak for provision of training. All transactions were carried out at arms length.

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd

Report and Audited Financial Statements

31 March 2023

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2023

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Elaine Abraham Lee Hannah Burbidge Rebecca Gibbons Cilla Hollman — Resigned 11 November 2022 Abbie Kirkham Elaine McDonald Karen Mitchell Lisa Morris Abeer Omer Meera Senior Michelle Simpson
Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Charity Bank Limited Fosse House 182 High Street Tonbridge TN19 1BE HSBC 5 Great Underbank Stockport Cheshire SK1 1LH Vernon Building Society 19 St Petersgate Stockport Cheshire SK1 1HF Mansfield Building Society Regent House Regent Street Mansfield Nottinghamshire NG18 1SS Nationwide Building Society Kings Park Road Moulton Park Northampton NN3 6NW

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2023

Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

Crossroads Derbyshire Ltd

Report of the trustees

For the year ended 31 March 2023

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document
Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors
As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the board of trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed three sub-groups to oversee Finance, Fundraising and Human Resources. The finance sub-group meets regularly (members have relevant financial experience) and other groups are constituted on a task and finish basis as required. There are currently ten directors and they meet monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Abeer Omar, Lisa Morris and Meera Senior are due to retire as trustees but are eligible for reappointment.

One trustee stood down during the year. Cilla Hollman resigned at the AGM on 11th November 2022.

Delegated management
Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 25 years' experience in the charity sector. Trustees meet monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Staffing structure
In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 26 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator and part-time housekeeper and there are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales.

Setting pay and remuneration of key management personnel
The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document
"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year
Crossroads Derbyshire has 44 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **844** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. This project also works with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support, for adults who have experienced physical, emotional, sexual or financial abuse for adults living in the community;

- Stalking Advocacy – support for victims of stalking, including those not in a domestic abuse relationship;
- Individual support and group work for children and young people affected by domestic abuse at home;
- Targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Counselling services to offer emotional support to those recovering from domestic abuse;
- 12-week Freedom Programme which examines the tactics of the perpetrator and looks at the patterns of domestic abuse and the effects on children who live with it; and
- Children's counselling – a targeted service for children age 6-18 who have experienced domestic abuse.

Public benefit
Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety.

Our aims are:
- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance
During the year we worked with staff, trustees and volunteers to develop our new Strategic Plan 2023-2026. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the monthly trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

Short-term and longer-term objectives
Sustainability – Our community fundraising income remains below the level that we saw prior to the Covid-19 pandemic. We did however see a rise in statutory and grant funding. This has meant we have been able to continue to offer all of our project work, and maintain our higher staffing levels to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services – We continued to deliver our contracted services, and were able to expand these thanks to a further contract variation. We deliver this work in partnership with The Elm Foundation and Derbyshire WISH (NCHA), with Derbyshire WISH (NCHA) acting as contract lead. We received confirmation that the contract would be extended by one year to March 2024.

Improved partnership working – We have developed stronger links with partners this year, particularly Social Care, through the Achieving Great Futures initiative. We have been an active partner on the Domestic and Sexual Abuse Partnership Board and we have developed links with Remedi victim services agency.

Our key charity partners are The Elm Foundation and Derbyshire WISH. We have a partnership agreement in place, and have delivered contracted services with them throughout the year. Together we have also delivered lottery-funded work with young people and group work.

We have also continued to work with Great Places (formerly Equity Housing) and we now have four dispersed properties supplied by them. We have received funding to expand to two further properties in 2023. This will further enhance our services to any families who might not be suitable for shared refuge or who are struggling to secure housing.

Our services in detail

Community outreach services

Services to adults
We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the Freedom Programme.

During the year we supported **315** adults in the community.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks, and this has been more important than ever due to the rising cost of living.

Following a huge rise in demand for our support in 2020-21, referrals remained high throughout the year. Our Freedom Programme groups were attended by 45 women. The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.

Stalking Advocacy - This service was established during the year and launched in April 2023. Our stalking advocate is the first in Derbyshire, and will support victims of non-Domestic Abuse stalking for the first time. This year we have been researching other services around the country, meeting other stalking advocates and staff have completed training in preparation for the launch.

Counselling service - We recruited a further two volunteer counsellors, making a team of six counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. In total we offered counselling to 104 individuals, which was again a huge increase on last year.

Services to children and young people
Our children's team has supported 235 children in schools across the High Peak and Derbyshire Dales. We have fully resumed our Me2 Group Work this year, with 40 children attending groups.

We have taken part in meetings with commissioners to discuss the changes to legislation brought about by the Domestic Abuse Act 2021 which for the first time recognised children as victims. We were commended on the work we were already doing, which recognised that we are already meeting the needs of children who have experienced abuse.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners.

Making Positive Choices
This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family. This project is delivered alongside our consortium partners. We also work one-to-one with young people.

Thanks to funding from the Police and Crime Commissioner, National Lottery and another donor, we now offer group work, one-to-one work and specialist family work.

The project uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with 135 young people over the last year with some very positive outcomes.

Accommodation services
Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, and supports them to build a safe future for themselves and their children. We can support up to five young women at a time and house an average of 21 women each year.

Harmony floating support - We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

Our accommodation services were directly funded this year by High Peak Borough Council, Reaching Communities, MHCLG, the Burton Family Charitable Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters.

Governance
We ended the year with ten trustees. Our board of trustees are extremely committed and attendance at monthly meetings continues to be high. The board continued to meet using online virtual meetings, with three face to face meetings each year. Online meetings have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan, with the Chief Executive leading on these pieces of work.

This year we have undergone a review of our board and have appointed trustees to specific “lead” roles. This means that we have a designated trustee who has responsibility for presenting certain information to the full board at monthly meetings. The lead roles are as follows:

Chair of the board	Elaine McDonald
Treasurer	Karen Mitchell
Finance Subgroup	Karen Mitchell (Lead/Chair of group)
	Abeer Omar
	Rebecca Gibbons
Community Fundraising	Elaine Abraham-Lee
Safeguarding	Lisa Morris
Staff Welfare (HR/Training)	Abbie Kirkham
Equalities and Evaluation	Meera Senior
Governance	Michelle Simpson
Risk Register	Hannah Burbidge

The finance sub-group meet quarterly to oversee organisational finance issues, ensuring we are compliant with Charity Commission regulations. We have held online and in-person fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity’s performance during the year has made to the beneficiaries of the charity

We record service users’ journeys using outcomes stars. Clients are asked to rate themselves out of ten on each point of the star, with each point representing a different issue. These differ across the service depending on the client group, but all cover the main issues of safety, self-esteem and wellbeing. Service users are asked questions at the start of service, and again at the end. These help us to see where we are having a benefit, and also help the service users to see the progress they have made. Our findings are shared with our trustees and local partners, funders and Women’s Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

Across our services, we consistently receive positive feedback and record improved outcomes across all measures.

For adults exiting our community outreach services, 73% reported an increase in safety and 77% an increase in self-esteem and confidence. In our children’s services, 90% reported that they had increased their ability to keep themselves safe. Amongst teenagers working with our specialist Choices services, 92% reported an increase in their understanding of healthy relationships and the warning signs of abuse.

Of the 18 women we have supported at the Harmony Project over the last year, 100% showed an improvement in safety and 100% showed an improvement in their mental health. 86% of those with children showed an improvement in their parenting skills.

We routinely gather qualitative feedback from clients exiting the service through an anonymous online feedback form. 100% of respondents rated their satisfaction with our services as 9/10 or better. The 2 quotes below were responses to the question ‘what did we do well?’:

"Charlotte gave me so much support throughout the most difficult time of my life. She was very knowledgeable and managed to get me go a place that I could see my exs behaviour for what it is. She gave me the strength I need to build a new life for myself and my children. She explained the court process better than the legal people! I will be forever grateful and now feel positive for my future."

"Always there to support me without judgement. Supported me emotionally and helped me with life skills"

When asked what more we could do to improve our services, 94% responded 'nothing' and those who had suggestions focussed on extending our services so more people could benefit, indicating that our services continue to respond well to the individual needs of our clients.

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, namely the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, MARAC, DRIVE perpetrator panel, DSA Partnership Board and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals. We have delivered training with the local DWP office, to help those working with benefits claimants who may be experiencing abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

Finance and fundraising strategy

We were pleased to be able to run in-person fundraising events this year for the first time since the Covid-19 pandemic. We ran a successful fundraising quiz this year, and worked with supporters to arrange sponsored walks, a garden party and a cold water swimming event.

We continued to deliver against existing contracts. The tender with Derbyshire County Council and the five-year lottery grant for our refuge had both been agreed prior to March 2020 and continued as planned.

Income this year has been derived from housing benefit, grants from Derbyshire County Council, the National Lottery, High Peak Borough Council, Garfield Weston Foundation, the Burton Family Charitable Trust, Henry Smith Charity, Leathersellers' Company Charitable Fund, Ministry of Justice, the Home Office, the Office of the Police and Crime Commissioner, Sylvia Adams Charitable Trust, Foundation Derbyshire and an anonymous donor alongside a range of small grants and donations. Income also came from investment of reserves and an increase in high-profile fundraising events, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressure to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2023 and this strategy sits alongside our Business Plan, which was recently reviewed and covers the next three years. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The trustees are pleased that the charity has been so successful in securing additional funding over the past year, as we move out of the period of emergency funding linked to the pandemic.

The charity's total income was **£1,101,907.** Although this is a decrease of **£29,886** compared to the previous year, we are pleased that the charity was able to sustain an income of over £1 million for the third year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Our expenditure this year was **£1,257,300** which was **£85,511** higher than the previous year. The increase is related to additional staff costs and rising utilities costs. We are fortunate to be able to use our surplus to cover this shortfall.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 1-2 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy
In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

A designated contingency fund of £260,000 has been carried forward. This represents three months' running costs including all winding up costs. This has increased by £34,000 compared to last year and brings us in line with our target. This amount has now been ring-fenced as a new designated fund. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure.

At the year end, the charity also held around £124,000 of unrestricted reserves which are held to fund the day-to-day operations of the charity. This level of funds is expected to reduce in future as the charity spends down the reserves built up during the covid-19 pandemic. The current level of unrestricted reserves provides some additional security while Derbyshire County Council re-tender.

Statement of responsibilities of the trustees
The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 10 July 2023 and signed on their behalf by

K. Mitchell

Karen Mitchell - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

We have audited the financial statements of Crossroads Derbyshire Ltd (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 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 charity 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 charity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

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

Alison Godfrey

Date: 12 July 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2023

	Note	Restricted £	Unrestricted £	**2023 Total £**	2022 Total £
Income from:					
Donations	3	579,788	130,497	**710,285**	786,604
Charitable activities	5	-	387,344	**387,344**	343,809
Investments		-	4,278	**4,278**	1,380
Total income		579,788	522,119	**1,101,907**	1,131,793
Expenditure on:					
Raising funds		-	51,614	**51,614**	44,598
Charitable activities		650,960	554,726	**1,205,686**	1,127,191
Total expenditure	7	650,960	606,340	**1,257,300**	1,171,789
Net expenditure		(71,172)	(84,221)	**(155,393)**	(39,996)
Transfers between funds		11,274	(11,274)	**-**	-
Net movement in funds	8	(59,898)	(95,495)	**(155,393)**	(39,996)
Reconciliation of funds:					
Total funds brought forward		137,178	480,476	**617,654**	657,650
Total funds carried forward		77,280	384,981	**462,261**	617,654

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2023

	Note	£	2023 £	2022 £
Fixed assets				
Tangible assets	12		**658**	34,869
Current assets				
Debtors	13	**77,397**		27,672
Cash at bank and in hand		**364,818**		548,701
Current asset investments		**86,609**		85,188
		528,824		661,561
Liabilities				
Creditors: amounts falling due within 1 year	14	**(67,221)**		(78,776)
Net current assets			**461,603**	582,785
Net assets	15		**462,261**	617,654
Funds	16			
Restricted funds			**77,280**	137,178
Unrestricted funds				
Designated funds			**260,658**	260,869
General funds			**124,323**	219,607
Total charity funds			**462,261**	617,654

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

Approved by the trustees on 10 July 2023 and signed on their behalf by

K. Mitchell

Karen Mitchell - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2023

	2023	2022
	£	£
Cash used in operating activities:		
Net movement in funds	**(155,393)**	(39,996)
Adjustments for:		
Depreciation charges	**34,211**	34,211
Dividends, interest and rents from investments	**(4,278)**	(1,380)
Decrease / (increase) in debtors	**(49,725)**	(7,932)
Increase / (decrease) in creditors	**(11,555)**	38,424
Net cash provided by / (used in) operating activities	**(186,740)**	23,327
Cash flows from investing activities:		
Dividends, interest and rents from investments	**4,278**	1,380
Net cash provided by / (used in) investing activities	**4,278**	1,380
Increase / (decrease) in cash and cash equivalents in the year	**(182,462)**	24,707
Cash and cash equivalents at the beginning of the year	**633,889**	609,182
Cash and cash equivalents at the end of the year	**451,427**	633,889
Cash reconciliation		
Cash at bank and in hand	**364,818**	548,701
Current asset investments	**86,609**	85,188
	451,427	633,889

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. At 31 March 2023, the charity held general funds of £124,323 and a contingency reserve fund of £260,000 which can be drawn down if necessary. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

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

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

1. Accounting policies (continued)

g) Grants payable

Grants payable are recognised as expenditure when the commitment is entered into. Where such a grant is to be paid over instalments, the outstanding balance is recognised as a liability to the extent that a legal or constructive obligation exists.

h) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2023	2022
Raising funds	**5.1%**	5.2%
Charitable activities	**94.9%**	94.8%

i) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

j) Debtors

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

k) Cash at bank and in hand

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

l) Creditors

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

m) Conduit funding

Conduit funds are monies received for third parties and do not belong to the charity. The incoming funds and outgoing payments are excluded from the Statement of Financial Activities. Any conduit funds in hand at the year end are shown as creditors in the accounts.

1. Accounting policies (continued)

n) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

o) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

p) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(h) and conduit funding as described below:

Conduit funding

Crossroads Derbyshire act as the lead partner on some consortium funding bids. The funding received under these agreements is being treated in the accounts as conduit funding where the partners organisations are specifically named in the funding agreements and as Crossroads Derbyshire's income where the partners are not specifically named in the funding agreements.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**2022 Total £**
Income from:			
Donations	574,650	211,954	**786,604**
Charitable activities	-	343,809	**343,809**
Investments	-	1,380	**1,380**
Total income	574,650	557,143	**1,131,793**
Expenditure on:			
Raising funds	-	44,598	**44,598**
Charitable activities	589,711	537,480	**1,127,191**
Total expenditure	589,711	582,078	**1,171,789**
Net expenditure	(15,061)	(24,935)	**(39,996)**
Transfers between funds	2,131	(2,131)	**-**
Net movement in funds	(12,930)	(27,066)	**(39,996)**

3. Income from donations

	Restricted £	Unrestricted £	**2023 Total £**
Donations	2,860	14,627	**17,487**
Grant income (note 4)	576,928	112,930	**689,858**
Gift aid	-	2,940	**2,940**
Total income from donations	579,788	130,497	**710,285**

Prior period comparative

	Restricted £	Unrestricted £	2022 Total £
Donations	2,500	15,743	18,243
Grant income (note 4)	572,150	195,168	767,318
Gift aid	-	1,043	1,043
Total income from donations	574,650	211,954	786,604

4. Grant income

	Restricted £	Unrestricted £	**2023 Total £**
Derbyshire PCC	180,331	-	**180,331**
National Lottery	147,004	-	**147,004**
Derbyshire County Council	84,068	-	**84,068**
Henry Smith Charity	-	53,000	**53,000**
Unnamed donor	50,000	-	**50,000**
High Peak Borough Council	36,515	-	**36,515**
Garfield Weston Foundation	-	36,500	**36,500**
Elm Foundation	33,580	-	**33,580**
Other (< £25k)	45,430	23,430	**68,860**
	576,928	112,930	**689,858**

4. Grant income (continued)

Prior period comparative

	Restricted £	Unrestricted £	2022 Total £
Derbyshire PCC	141,374	80,468	221,842
National Lottery	144,138	-	144,138
Derbyshire County Council	84,068	-	84,068
Henry Smith Charity	-	72,500	72,500
Unnamed donor	50,000	-	50,000
Elm Foundation	35,000	-	35,000
Lloyds Foundation	-	30,000	30,000
High Peak Borough Council	28,400	200	28,600
Brook Trust	26,055	-	26,055
Buttle Trust	25,050	-	25,050
Burton Family Charitable Trust	25,000	-	25,000
Other (< £25k)	13,065	12,000	25,065
	572,150	195,168	767,318

5. Income from charitable activities

	2023 £	2022 £
Contract income	**268,059**	226,800
Housing benefit	**114,014**	110,448
Service charge	**5,271**	5,161
Student placement fees	**-**	1,400
Total income from charitable activities	**387,344**	343,809

All income from charitable activities in the current and prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund, Office of the Derbyshire Police and Crime Commissioner, Derbyshire County Council and High Peak Borough Council to fund charitable activities. The total value of such grants in the period ending 31 March 2023 was £454,542 (2022: £482,807). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2023 Total £**
Fundraising	1,539	-	-	**1,539**
Staff costs (note 10)	42,813	790,469	32,949	**866,231**
Staff training and recruitment	-	6,922	22,884	**29,806**
Travel and subsistence	-	25,849	923	**26,772**
Rent	-	22,942	12,192	**35,134**
Utilities and cleaning	-	13,967	6,059	**20,026**
Repairs and maintenance	-	10,559	638	**11,197**
Office costs	-	1,244	6,381	**7,625**
Insurance	-	6,243	-	**6,243**
Governance costs	-	-	7,800	**7,800**
IT and telephones	-	9,167	7,072	**16,239**
Licences	-	240	3,458	**3,698**
Legal and professional fees	-	-	6,123	**6,123**
Motor expenses	-	1,555	506	**2,061**
Service user support	-	55,923	-	**55,923**
Room hire	-	3,176	156	**3,332**
Depreciation	-	-	34,211	**34,211**
Grants paid to partners (note 9)	-	123,340	-	**123,340**
Sub-total	44,352	1,071,596	141,352	**1,257,300**
Allocation of support and governance costs	7,262	134,090	(141,352)	-
Total expenditure	**51,614**	**1,205,686**	**-**	**1,257,300**

Total governance costs were £7,800 (2022: £6,600)

Included in service user support costs are items purchased for individuals totalling £15,803 (2022: £27,397).

7. Total expenditure

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	2022 Total £
Fundraising	857	-	-	857
Staff costs (note 10)	37,298	673,999	30,262	741,559
Staff training and recruitment	-	8,983	12,447	21,430
Travel and subsistence	-	19,584	645	20,229
Rent	-	21,838	12,000	33,838
Utilities and cleaning	-	14,254	2,984	17,238
Repairs and maintenance	-	8,407	2,663	11,070
Office costs	-	225	5,504	5,729
Insurance	-	6,029	-	6,029
Governance costs	-	-	6,600	6,600
IT and telephones	-	12,840	10,105	22,945
Licences	-	-	1,613	1,613
Legal and professional fees	-	-	3,835	3,835
Motor expenses	-	2,171	-	2,171
Service user support	-	58,487	-	58,487
Room hire	-	2,708	-	2,708
Depreciation	-	-	34,211	34,211
Grants paid to partners (note 9)	-	181,240	-	181,240
Sub-total	38,155	1,010,765	122,869	1,171,789
Allocation of support and governance costs	6,443	116,426	(122,869)	-
Total expenditure	44,598	1,127,191	**-**	1,171,789

8. Net movement in funds

This is stated after charging:

	2023	2022
	£	£
Depreciation	**34,211**	34,211
Operating lease payments	**34,806**	34,024
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**26**	30
Auditors' remuneration:		
▪ Statutory audit (including VAT)	**7,800**	6,600

One trustee was reimbursed for travel and business network fees (2022: one trustee reimbursed for professional fees).

9. Grants paid to partner organisations

	2023	2022
	£	£
Elm Foundation	**57,447**	90,890
Derbyshire Wish	**65,893**	90,350
Total grants paid to partner organisations	**123,340**	181,240

10. Staff costs and numbers

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	**753,158**	658,705
Social security costs	**63,999**	48,986
Pension costs	**35,847**	30,806
Freelance staff	**13,227**	3,062
	866,231	741,559

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £99,802 (2022: £93,153).

	2023	2022
	No.	No.
Average head count	**34**	33

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2022	146,135	17,921	7,000	**171,056**
Disposals in year	-	(3,281)	-	**(3,281)**
At 31 March 2023	146,135	14,640	7,000	**167,775**
Depreciation				
At 1 April 2022	116,493	14,094	5,600	**136,187**
Charge for the year	29,227	3,584	1,400	**34,211**
On disposals	-	(3,281)	-	**(3,281)**
At 31 March 2023	145,720	14,397	7,000	**167,117**
Net book value				
At 31 March 2023	**415**	**243**	**-**	**658**
At 31 March 2022	29,642	3,827	1,400	34,869

13. Debtors

	2023 £	2022 £
Trade debtors	**22,856**	15,428
Prepayments	**5,391**	5,148
Accrued income	**47,319**	6,239
Other debtors	**1,831**	857
	77,397	27,672

14. Creditors: amounts due within 1 year

	2023 £	2022 £
Trade creditors	**1,966**	19,756
Accruals	**48,791**	40,950
Other taxation and social security	**16,464**	18,070
	67,221	78,776

15. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	658	-	**658**
Current assets	108,988	260,000	159,836	**528,824**
Current liabilities	(31,708)	-	(35,513)	**(67,221)**
Net assets at 31 March 2023	**77,280**	**260,658**	**124,323**	**462,261**

Prior period comparative	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	34,869	-	**34,869**
Current assets	144,616	226,000	290,945	**661,561**
Current liabilities	(7,438)	-	(71,338)	**(78,776)**
Net assets at 31 March 2022	**137,178**	**260,869**	**219,607**	**617,654**

16. Movements in funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2023 £**
Restricted funds					
Awards for all	-	9,916	(2,181)	-	**7,735**
Befriending service	16,574	-	(16,574)	-	**-**
Children's equipment	603	-	(603)	-	**-**
Children's groups	1,174	3,541	(3,481)	4,191	**5,425**
Children's counselling	2,487	15,347	(9,543)	-	**8,291**
Choices	-	258,458	(278,075)	20,823	**1,206**
Community groups	4,191	-	-	(4,191)	**-**
Counselling	13,481	-	(24,593)	11,112	**-**
Digital capacity	2,200	-	(2,200)	-	**-**
Essentials fund	1,621	12,062	(12,070)	-	**1,613**
Freedom project	4,092	10,905	(8,149)	-	**6,848**
Grants to service users	540	16,099	(16,801)	162	**-**
Harmony	27,687	129,728	(153,372)	-	**4,043**
Outreach	56,012	116,377	(112,554)	(20,823)	**39,012**
People carrier	2,424	-	(1,781)	-	**643**
School uniform fund	1,091	1,802	(1,962)	-	**931**
Security items	3,001	5,553	(7,021)	-	**1,533**
Total restricted funds	137,178	579,788	(650,960)	11,274	**77,280**
Unrestricted funds					
Designated funds:					
Fixed asset fund	34,869	-	(34,211)	-	**658**
Contingency reserve fund	226,000	-	-	34,000	**260,000**
Total designated funds	260,869	-	(34,211)	34,000	**260,658**
General funds	219,607	522,119	(572,129)	(45,274)	**124,323**
Total unrestricted funds	480,476	522,119	(606,340)	(11,274)	**384,981**
Total funds	617,654	1,101,907	(1,257,300)	-	**462,261**

16. Movements in funds (continued)

Purposes of restricted funds

Awards for all

This funding will be used to improve the efficiency of our buildings, to mitigate the rising costs of utilities. This will include a new boiler and radiators for our advice centre, and insulation, ventilation and improvements at our Harmony Project refuge.

Befriending service

Funding to establish a volunteer befriending service for survivors of domestic abuse who need additional support to access groups and activities in the local community.

Children's equipment

Funding for specialist equipment for children moving into refuge, such as sterilisers, safety gates, school equipment, pushchairs and prams or any other safety / practical item that will make children safe and well supported.

Children's groups

Funding for our well established Me2 Children's Group Work, supporting children aged 5-12 who have experienced domestic abuse. The Me2 Programme focuses on safety, healthy relationships, mental health and self-esteem. This funding is also used to support our school holiday groups for children.

Choices

Funding for our work with 11-19 year olds who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling and preventative work with girls at risk of abuse, grooming, coercion, or bullying.

Community groups

This funding is for groups for adults and children to recover from and better understand the impacts of domestic abuse on the whole family.

Counselling / Children's counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Digital capacity

A small fund established to help us improve our digital capability and adapt to new ways of working.

Essentials fund

Funding to provide household support, such as groceries and utilities, to families.

Freedom project

The Freedom Programme is a series of twelve weekly workshops focusing on tactics used by an abusive person. The programme is designed to help women to identify abusive relationships.

16. Movements in funds (continued)

Purposes of restricted funds (continued)

Grants to service users

We secure funding from bodies such as Rotary Clubs and others specifically to support individuals and families in need as a result of their abuse.

Harmony

This funding covers costs associated with our refuge and move-on properties. The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. We support young women who are escaping abuse to improve their emotional health and wellbeing and work with them around their children's practical needs. We have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. Our floating support worker also works with young women who resettle in their own tenancies in the local area.

Outreach

This programme works with women and men who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding was provided to purchase and maintain a people carrier. Depreciation is charged to the restricted fund each year.

School uniform fund

We raise funds each year to make sure that no child has to start a new school with inappropriate uniform.

Security items

Funding to provide cameras, lock changes, window locks etc.

Purposes of designated funds

Fixed asset fund

The net book value of all tangible fixed assets are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Contingency reserve fund

This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees.

Transfers between funds

The transfer of funds between community groups and children's groups was done to reallocate resources based on need. The restricted funding provided was eligible for use with adults or children.

The other transfer during the year was done to fund an overspend on our counselling service.

16. Movements in funds (continued)

Prior period comparative

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Restricted funds					
Activities	1,187	-	(3,318)	2,131	**-**
Befriending service	-	17,363	(789)	-	**16,574**
Children's equipment	1,852	-	(1,249)	-	**603**
Children's groups	4,457	-	(3,283)	-	**1,174**
Community groups	4,191	-	-	-	**4,191**
Coronavirus emergency funding	16,330	-	(16,330)	-	**-**
Counselling	21,673	8,692	(16,884)	-	**13,481**
Children's counselling	2,248	7,614	(7,375)	-	**2,487**
Digital capacity	-	2,200	-	-	**2,200**
Essentials fund	-	5,261	(3,640)	-	**1,621**
Floating support	8,426	47,722	(56,148)	-	**-**
Freedom project	4,410	1,500	(1,818)	-	**4,092**
Grants to service users	3,044	25,940	(28,444)	-	**540**
Harmony	14,078	126,192	(112,583)	-	**27,687**
Outreach	59,687	325,666	(329,341)	-	**56,012**
People carrier	2,095	2,500	(2,171)	-	**2,424**
School uniform fund	968	1,000	(877)	-	**1,091**
Security items	5,462	3,000	(5,461)	-	**3,001**
Total restricted funds	150,108	574,650	(589,711)	2,131	**137,178**
Unrestricted funds					
Designated funds:					
Fixed asset fund	69,080	-	(34,211)	-	**34,869**
Contingency reserve fund	176,000	-	-	50,000	**226,000**
Total designated funds	245,080	-	(34,211)	50,000	**260,869**
General funds	262,462	557,143	(547,867)	(52,131)	**219,607**
Total unrestricted funds	507,542	557,143	(582,078)	(2,131)	**480,476**
Total funds	657,650	1,131,793	(1,171,789)	-	**617,654**

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2023	2022
	£	£
Amount falling due:		
Within 1 year	**10,728**	16,310
Within 1 - 5 years	**4**	8,004
Over 5 years	**154**	160
	10,886	24,474

18. Related party transactions

Elaine McDonald, a trustee, is also a director and trustee of Home Start High Peak. During the year the charity made sales of £450 to Home Start High Peak for provision of training. All transactions were carried out at arms length.

CROSSROADS DERBYSHIRE

England & Wales - Charity number 1134679

Accounts

Annual Review 2021-2022

Crossroads DERBYSHIRE

Message from the Chair

Welcome to our 2021-22 Annual Review. After an unprecedented year of change, this year has been an opportunity to consolidate and respond to the recent considerable growth within the charity.

I was extremely proud that the charity was a recipient of the Weston Charity Awards this year in recognition of the impact of our services and our future ambitions. I collected our award along with our Business Development Lead at an awards ceremony in Birmingham.

Our staff team has been incredibly successful in their training and development. We were able to fund specialist professional training for the IDVA, ISVA, YPVA and more, which will equip our staff to support high-risk victims and will benefit our clients.

This year we have been active in campaigning both locally and nationally. We have taken part in consultations and events through Women's Aid nationally, and advocated for victims of abuse in Derbyshire through media and events. This year has seen the development of our new website, keeping our supporters and those seeking help up to date with what is happening at the charity.

I would like to thank my fellow trustees, and all the staff and volunteers who work so tirelessly to support victims of abuse in Derbyshire. You all make such a difference!

Elaine McDonald - Chair of Trustees

Chief Executive's Report

A warm welcome to our 2021-22 Annual Review. Following the difficulties of the Covid-19 pandemic, it has been a year of recovery as we responded to the ever-changing needs of survivors. We are proud to have resumed our face-to-face work and developed our work in the community.

Our outreach services continued to grow, and we further developed specialist work to respond to new threats and challenges. We established a new Befriending Service, supporting isolated survivors in the community.

Having identified the need for greater support for victims of stalking and harassment, we successfully secured funding for a Stalking Advocate. We are proud to have been chosen to pilot this new scheme. It will be a brand new service in Derbyshire.

I am so proud of our staff, trustees and volunteers for their dedication, resilience and passion to support victims of abuse this year. We are very fortunate to have such a committed group of people working for the charity.

Thank you to everyone who has supported us this year, especially those who have fundraised and donated money and essential items. Mostly, I would like to thank our service users for their continued bravery. You inspire us every day to keep going.

Vicky Bunnage - Chief Executive

At a glance...

20 young women used the Harmony Project and follow-on support

13 children were supported at the Harmony Project

225 children were helped to recover from domestic abuse

140 women were helped in their recovery by our counselling and Freedom Programme

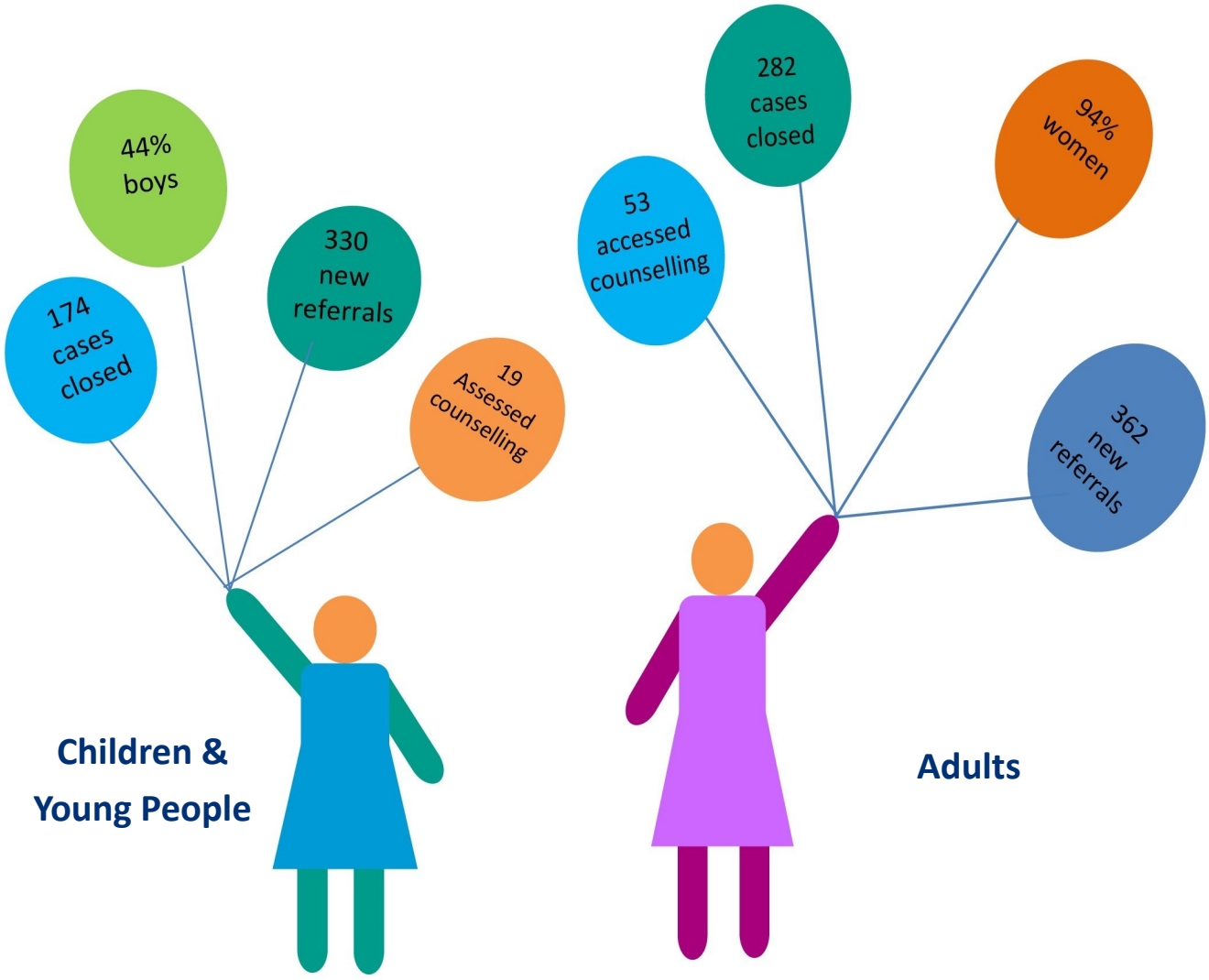
110 young people accessed the Making Positive Choices project

347 adults were supported in the community

820 people directly benefited from our work

...21% more than last year

Over 5,735 hours were spent on direct support for adult service users



For every £1 we raised, 3p was spent on generating further income

Adult Services

We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities.

As well as focusing on safety, we also support our clients to access legal remedies and address housing needs, support them with criminal and family law issues and provide emotional and practical support.

"I was shown understanding and empathy. Most of all, I was believed."

This year we have seen a rise in the need for court support following delays due to the pandemic. We have also seen a rise in the need for food bank referrals and financial support as a result of the increase in the cost of living.

Our Freedom Programme group recovery work has resumed in person this year, and has been very well attended.

COUNSELLING SERVICE

We have a team of counsellors working across the High Peak and the Derbyshire Dales. The counselling service resumed face-to-face counselling this year but continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. The number of clients receiving counselling this year has more than doubled.

Accommodation Services

Our Harmony Project and move on properties provide families and young people with a safe place to live and an opportunity to recover from abuse.

THE HARMONY PROJECT

Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, and supports them to build a safe future for themselves and their children. This year we have supported more women fleeing family violence, and in particular the risk of forced marriage. This year 94% of women reported an improvement in their mental health, and 89% felt safer as a result of our interventions.

HARMONY FLOATING SUPPORT

We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

"The staff are really friendly and make you feel comfortable, as soon as you come. It's an absolutely lovely place."

Children & Young People

We operate two well-respected services for children: Me2 groupwork operates alongside our services for individual children in refuge and the community.

> "The impact has been immeasurable in supporting the children cope both academically and socially."

We were able to resume face-to-face work with children this year following a very disrupted year in 2020-21. Staff were visiting children in school throughout the lockdown period, and were able to resume a full programme of support once schools fully reopened in April 2021. We also saw an increase in referrals as schools and other agencies resumed face-to-face work.

In May 2021 we resumed our group work in secondary schools and in September we returned to group work in primary schools. As a result we saw a 67% rise in the number of children supported compared to the previous year, and this brought us back in line with the numbers supported in 2019-2020.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners.

Our Me2 Group Work for children has been reviewed during the year and is now operating at schools in the High Peak and Derbyshire Dales.

Making Positive Choices

This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling.

MAKING POSITIVE CHOICES

We use a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This year we were also able to secure further funding to expand this project to work one-to-one with young people.

Thanks to funding from the Police and Crime Commissioner, National Lottery and other donors, we now offer group work, one-to-one work and specialist family work.

We supported 110 young people over the last year with some very positive outcomes.

"It's been a really nice end to a bad few months. It's also been nice to have someone to talk about my problems without getting judged."

New Projects

STALKING ADVOCACY PROJECT

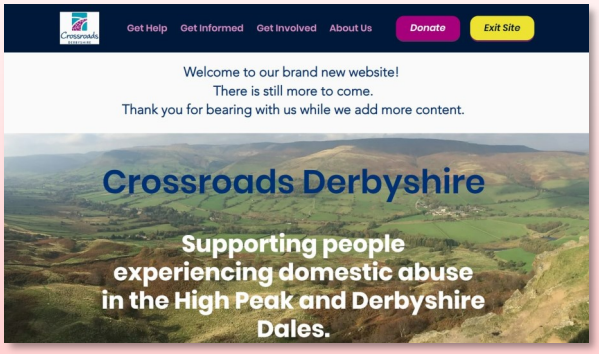
Crossroads Derbyshire has recently been awarded funding through the Police and Crime Commissioner to establish a new Stalking Advocate role. This new role will work with any victim of stalking, including where it is not traditionally viewed as a domestic abuse situation. This will be the first post of its kind in Derbyshire and will be piloted in High Peak and Dales initially.

VOLUNTEER BEFRIENDING

Volunteers play an important role in helping us to support our clients. We have recruited women volunteers to support others who have experienced domestic abuse. The befriending service will help reduce social isolation and loneliness and support clients to continue to heal, improve their mental wellbeing and widen their support network.

WEBSITE

With funding and support from Lloyds Foundation, we have invested in the development of our new website, keeping everyone up to date in a way that reflects the changing landscape of the charity.



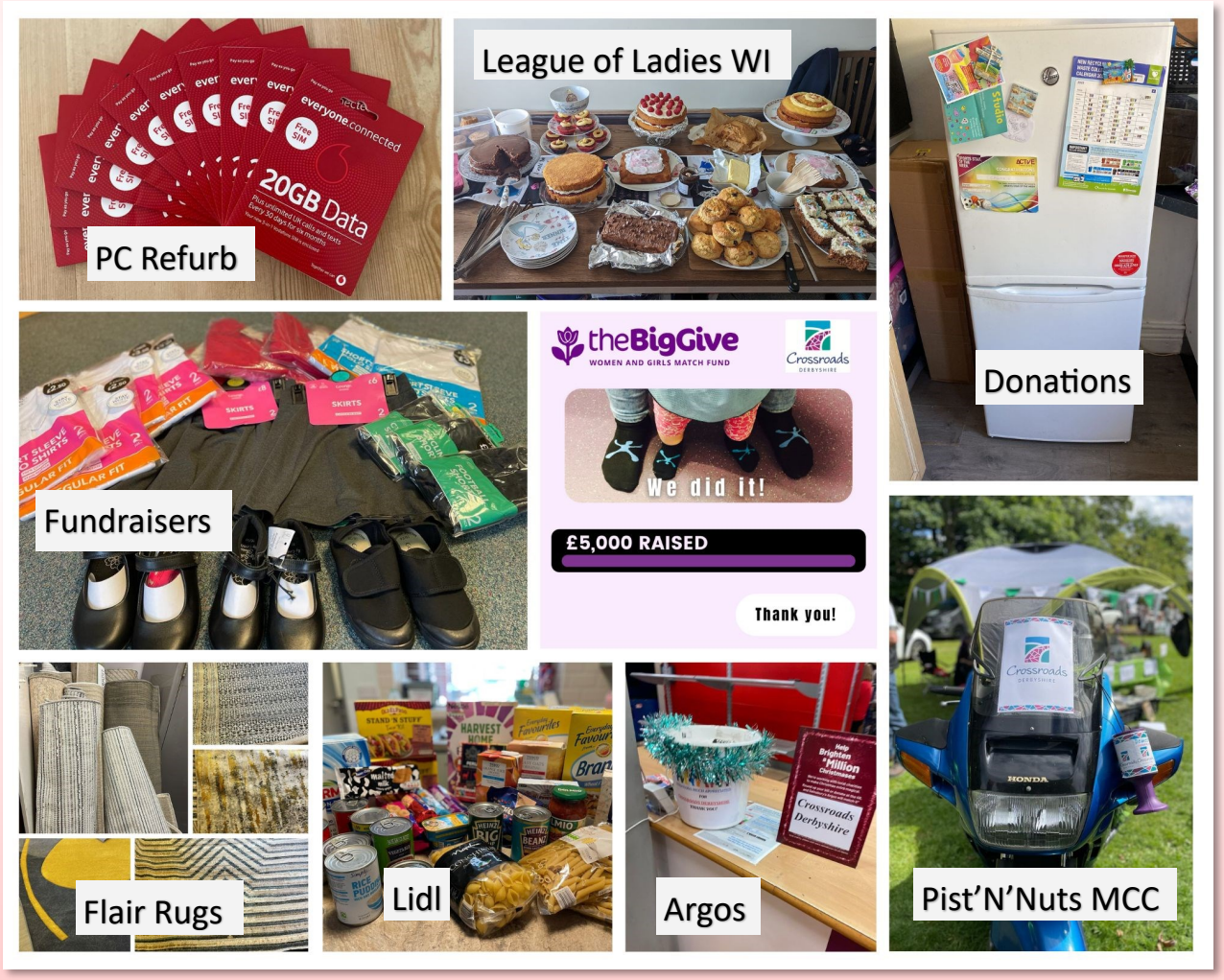
Celebrations

This year has seen so much to celebrate for our charity and our staff team. As well as awards and accreditations, our team have been celebrating new qualifications and awards. Well done everyone!

Charity Excellence FRAMEWORK® QUALITY MARK
www.charityexcellence.co.uk
2022

Our Supporters

We are so grateful to everyone who has supported us this year through raising funds, donating items to support families and giving us their time. We couldn't do it without you!



Hope’s Story

Hope arrived at the Harmony Project with 2-year-old Pax, having fled her violent and controlling partner, who she’d been living with for 3 years. Initially, she was very anxious and over-vigilant. She felt unsure whether she would stay because she was terrified of threats made by her ex-partner.

Hope was very young when she met her ex, who became increasingly violent and controlling during their relationship. Following the birth of Pax the abuse worsened and would include threats to harm and kill them both.

While at the Harmony Project Hope was given a lot of support. She accessed our counselling service and was able to arrange suitable childcare. Our staff supported Hope throughout the court case and her ex is now serving time in prison. Hope and Pax stayed for around 6 months and then moved to one of our dispersed properties. Hope was ready for a higher level of independence while retaining some support. Although she lived independently with her ex, she had no responsibility for budgeting or running the household.

The Harmony Project was the steppingstone Hope and Pax needed. Hope worked incredibly hard and was determined to protect her child and to build them a safer future. She has improved her understanding of domestic abuse, made strides with her emotional and mental health and can take care of her own home.

Treasurer's Report

I am pleased that the charity has maintained its high level of income following a sharp increase in response to the Covid-19 pandemic. For the second year in a row we secured over £1 million to support survivors of abuse. This was due to existing funding contracts and further funding to help us with increased demand due to the pandemic.

We are grateful for our ongoing relationships with key funders, including the National Lottery, the Henry Smith Charity, Lloyds Foundation, The Police and Crime Commissioner, Derbyshire County Council and High Peak Borough Council.

Thank you to our local supporters who have raised money, donated toiletries, rugs, food and much more.

Fundraising was affected by the ongoing pandemic, and community events, sadly, could not go ahead as planned. We look forward to resuming our in-person events in the coming year.

I would like to extend my thanks to Godfrey Wilson for their support in carrying out our audit this year, and thank you to the staff team for their hard work

Karen Mitchell - Treasurer

DERBYSHIRE County Council
Improving life for local people

Garfield Weston FOUNDATION

LOTTERY FUNDED

The Henry Smith Charity
founded in 1628

LLOYDS BANK FOUNDATION
England & Wales

High Peak Borough Council

Foundation Derbyshire

Feedback

Service User

Thank you so much for everything you has done for me and what you are still doing. I am so grateful and I love you all. God bless you all xxx

14:11

I like this group as I ☺ can discuss things with the young person's worker that I can't with other people. I find it very helpful.

This work has helped me understand more about different types of abuse and how to identify them. I also feel like I've been able to open up and be myself. I appreciate all of the help and support offered. Thank you so much for everything.

17:18

I just wanted to say a huge thank you to you for running the Freedom Programme over the last 12 weeks, and for the opportunity for me to be on it! It has been one of the best things I have ever done, and I have really enjoyed it. I have learnt such a lot, and the support received from the group has been fantastic. I think you can tell by the way that we all never seem to want to leave, just how much this has meant to us in terms of emotional and practical support, and a safe space where we are believed without judgement or prejudice. I hope we will all stay in touch afterwards, now that we have our WhatsApp group!

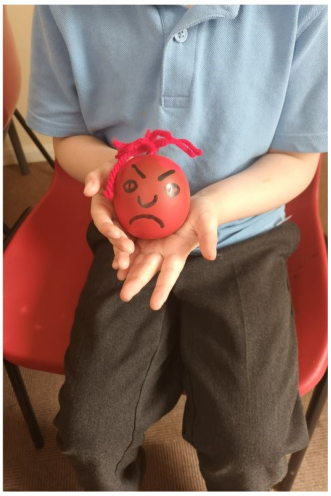
Thank you so much again. I am very, very grateful. All my very best wishes,

Crossroads
DERBYSHIRE

'With you through domestic abuse'

Telephone: 01457 856675

Derbyshire Domestic Abuse Helpline: 08000 198 668



Crossroads Derbyshire
Website: www.crossroadsderbyshire.org
Email: admin@crossroadsderbyshire.org
Registered charity: 1134679
Company Limited by Guarantee No: 07164749
Address: Crossroads Derbyshire, PO BOX 22, Glossop, Derbyshire. SK13 8AE

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd
Report and Audited Financial Statements
31 March 2022

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2022

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Elaine Abraham Lee	
Hannah Burbidge	Appointed 12 October 2021
Rebecca Gibbons	Appointed 11 October 2021
Cilla Hollman	
Abbie Kirkham	Appointed 11 October 2021
Elaine McDonald	
Karen Mitchell	
Winifred Moran	Resigned 8 December 2021
Lisa Morris	
Abeer Omer	Appointed 12 October 2021
Meera Senior	
Michelle Simpson	

Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage

Bankers

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

The Charity Bank Limited
Fosse House
182 High Street
Tonbridge
TN19 1BE

HSBC
5 Great Underbank
Stockport
Cheshire
SK1 1LH

Vernon Building Society
19 St Petersgate
Stockport
Cheshire
SK1 1HF

Mansfield Building Society
Regent House
Regent Street
Mansfield
Nottinghamshire
NG18 1SS

Nationwide Building Society
Kings Park Road
Moulton Park
Northampton
NN3 6NW

Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2022.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document

Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors

As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the board of trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed three sub-groups to oversee Finance, Fundraising and Human Resources. There are currently eight directors and they meet monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Cilla Hollman, Elaine McDonald, Elaine Abraham Lee and Michelle Simpson are due to retire as trustees but are eligible for reappointment.

One trustee stood down during the year. Wynne Moran resigned at the meeting on 8 December 2021 and will be formally removed at the AGM in October 2022.

Delegated management

Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 24 years' experience in the charity sector. Trustees meet monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Staffing structure
In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 24 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator and part-time housekeeper and there are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales.

Setting pay and remuneration of key management personnel
The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document
"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year
Crossroads Derbyshire has 43 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **820** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. This project also works with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support, for adults who have experienced physical, emotional, sexual or financial abuse for adults living in the community;

- Individual support and group work for children and young people affected by domestic abuse at home;
- Targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Counselling services to offer emotional support to those recovering from domestic abuse;
- 12-week Freedom Programme which examines the tactics of the perpetrator and looks at the patterns of domestic abuse and the effects on children who live with it; and
- Children's counselling – a targeted service for children age 6-18 who have experienced domestic abuse.

Public benefit
Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety.

Our aims are:
- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance
We continued to work towards our Business Plan 2019-2022. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the monthly trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

As we approach the end of the period covered by the Business Plan, we are very proud that we have succeeded in achieving many of the objectives, despite the huge impact of the Covid-19 pandemic. We are now working on producing a new business plan for the coming three years, and this will be published in the summer of 2022.

Short-term and longer-term objectives
Sustainability – Our community fundraising income remains below the level that we saw prior to the Covid-19 pandemic. We did however see a rise in statutory and grant funding. This has meant we have been able to continue to offer all of our project work, and maintain our higher staffing levels to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services – We continued to deliver our contracted services, and were able to expand these thanks to two contract variations. We deliver this work in partnership with The Elm Foundation and Derbyshire WISH, with Derbyshire WISH acting as contract lead. We received confirmation that the contract would be extended by one year to March 2023.

Improved partnership working – As we moved out of the lockdown period, we were able to begin to build stronger links with partner agencies. In particular we have been meeting with other third sector providers, Adult Social Care and the police.

Our key charity partners are The Elm Foundation and Derbyshire WISH. We have a partnership agreement in place, and have delivered contracted services with them throughout the year. We have also delivered lottery-funded work with young people and group work.

We have also continued to work with Great Places (formerly Equity Housing) and we now have four dispersed properties supplied by them. We have received funding to expand to two further properties in 2022. This will further enhance our services to any families who might not be suitable for shared refuge or who are struggling to secure housing.

Our services in detail

Community outreach services

Services to adults
We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the Freedom Programme.

During the year we supported **347** adults in the community.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks.

Following a huge rise in demand for our support in 2020-21, referrals remained high throughout the year. We were able to resume our in-person Freedom Programme groups and these were attended by 76 women. The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.

Counselling service - We recruited a further two volunteer counsellors, making a team of six counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service resumed face to face counselling but continued to offer telephone counselling as an option for clients who work or who live in isolated rural communities. In total we offered counselling to 64 individuals, which was more than twice as many as last year.

Services to children and young people
We were able to fully resume our face-to-face work with children this year following a very disrupted year in 2020-21. Staff were visiting children in school throughout the lockdown period, and were able to resume a full programme of support once schools fully reopened in April 2021. We were able to clear our waiting lists by the autumn term. We also saw an increase in referrals as schools and other agencies resumed face-to-face work.

In May 2021 we resumed our group work in secondary schools and in September we returned to group work in primary schools. As a result we saw a 67% rise in the number of children supported compared to the previous year, and this brought us back in line with the numbers supported in 2019-2020.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners.

Our Me2 Group Work for children has been reviewed during the year and is now operating at schools in the High Peak and Derbyshire Dales.

Making Positive Choices
This project works with young people who are at risk of entering unhealthy relationships. This includes specialist work with young people who are showing signs of abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family. This project is delivered alongside our consortium partners. We were also able to secure further funding to expand this project to work one-to-one with young people.

Thanks to funding from the Police and Crime Commissioner, National Lottery and another donor, we now offer group work, one-to-one work and specialist family work.

The project uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with 110 young people over the last year with some very positive outcomes.

Accommodation services
Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, and supports them to build a safe future for themselves and their children. We can support up to five young women at a time and house an average of 21 women each year.

Harmony floating support - We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

Our accommodation services were directly funded this year by High Peak Borough Council, Reaching Communities, MHCLG, the Burton Family Charitable Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters.

Governance
We ended the year with eleven trustees. Our board of trustees are extremely committed and attendance at monthly meetings continues to be high. The board continued to meet using online virtual meetings. These have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan, with the Chief Executive leading on these pieces of work.

There are three sub-groups: the finance sub-group, who meet and oversee the organisational finance issues, ensuring we are compliant with Charity Commission regulations; the HR sub-group, who meet when required to address any issues relating to policy and disciplinary issues; and finally, the fundraising group, whose members work with volunteers and the Chief Executive to support regular fundraising events. We have held online fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity's performance during the year has made to the beneficiaries of the charity

We record service users' journeys using outcomes stars. Clients are asked to rate themselves out of ten on each point of the star, with each point representing a different issue. These differ across the service depending on the client group, but all cover the main issues of safety, self-esteem and wellbeing. Service users are asked questions at the start of service, and again at the end. These help us to see where we are having a benefit, and also help the service users to see the progress they have made. Our findings are shared with our trustees and local partners, funders and Women's Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

We recorded outcomes for 207 adults in the year. The biggest improvements were Confidence and Self-esteem (97% showed improvement), Hopes, Goals and Dreams (97% showed improvement) and Mental Health (96% showed improvement).

We see consistently high outcomes for children in our service. Last year we recorded outcomes for 110 children who left the service, 92% showed an improvement in Safety, and 92% showed an improvement in Personal Development.

Of the 20 women we have supported at the Harmony Project over the last year, 89% showed an improvement in safety and 94% showed an improvement in their mental health. 81% of those with children showed an improvement in their parenting skills.

Some feedback from our clients:

"Thank you for always believing me and believing in me and for keeping my family safe."

"Thankyou for all the support for me and my family"

"Keep doing what you are doing, you have all been amazing."

"Just a huge thankyou for your support throughout the toughest time of my life"

"Keep doing what you do for vulnerable people, it meant a lot to me."

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, namely the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, MARAC, DRIVE perpetrator panel, DSA Partnership Board and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals. We have delivered training with the local DWP office, to help those working with benefits claimants who may be experiencing abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

Finance and fundraising strategy

After the upheaval of the previous year, when planned funding was diverted to deal with the Covid-19 emergency, we were pleased to maintain our levels of income and to resume our relationships with funders as they returned to their long-term funding goals.

We continued to deliver against existing contracts. The tender with Derbyshire County Council and the five-year lottery grant for our refuge had both been agreed prior to March 2020 and continued as planned.

We were unable to run any community fundraising activities this year due to the lockdowns but we did hold a successful online fundraising campaign, alongside The Big Give, linked to International Women's Day. We also continued to receive a number of individual donations from the local community.

Income this year has been derived from housing benefit, grants from Derbyshire Police and Crime Commissioner, the National Lottery Community Fund, Derbyshire County Council, Henry Smith Charity, Stitching Benevolentia (Porticus), Elm Foundation, Lloyds Foundation, High Peak Borough Council, Brook Trust, Buttle Trust and Burton Family Charitable Trust alongside a range of small grants and donations. Income also came from investment of reserves, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressure to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2022 and this strategy sits alongside our Business Plan, which is currently under review for the coming three years. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The trustees are pleased that the charity has been so successful in securing additional funding over the past year, as we move out of the period of emergency funding linked to the pandemic.

The charity's total income was **£1,131,793.** Although this is a decrease of **£145,677** compared to the previous year, we are pleased that the charity was able to sustain an income of over £1 million for the second year. This follows a period of rapid growth and the trustees are confident this position can be now be maintained.

Our expenditure this year was **£1,171,789** which was **£132,582** higher than the previous year. The increase is related to additional staff costs. We are fortunate to be able to use our surplus to cover this shortfall.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 1-2 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy

In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

A designated contingency fund of £226,000 has been carried forward. This has increased by £50,000 compared to last year. Trustees reviewed the amount needed for reserves in the year and agreed a one-off increase in reserves due to the rapid increase in running costs. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure (currently £260,000).

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

The report was approved by the board on 12 September 2022

Karen Mitchell

Karen Mitchell - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

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

Alison Godfrey

Date: 13 September 2022

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2022

	Note	Restricted £	Unrestricted £	**2022 Total £**	2021 Total £
Income from:					
Donations	3	574,650	211,954	**786,604**	972,941
Charitable activities	5	-	343,809	**343,809**	301,302
Investments		-	1,380	**1,380**	1,271
Other		-	-	**-**	1,956
Total income		574,650	557,143	**1,131,793**	1,277,470
Expenditure on:					
Raising funds		-	44,598	**44,598**	29,985
Charitable activities		589,711	537,480	**1,127,191**	1,009,222
Total expenditure	7	589,711	582,078	**1,171,789**	1,039,207
Net income / (expenditure)		(15,061)	(24,935)	**(39,996)**	238,263
Transfers between funds		2,131	(2,131)	**-**	-
Net movement in funds	8	(12,930)	(27,066)	**(39,996)**	238,263
Reconciliation of funds:					
Total funds brought forward		150,108	507,542	**657,650**	419,387
Total funds carried forward		137,178	480,476	**617,654**	657,650

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2022

	Note	£	**2022** **£**	2021 £
Fixed assets				
Tangible assets	12		**34,869**	69,080
Current assets				
Debtors	13	**27,672**		19,740
Cash at bank and in hand		**548,701**		609,182
Current asset investments		**85,188**		-
		661,561		628,922
Liabilities				
Creditors: amounts falling due within 1 year	14	**(78,776)**		(40,352)
Net current assets			**582,785**	588,570
Net assets	15		**617,654**	657,650
Funds	16			
Restricted funds			**137,178**	150,108
Unrestricted funds				
Designated funds			**260,869**	245,080
General funds			**219,607**	262,462
Total charity funds			**617,654**	657,650

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

Approved by the trustees on 12 September 2022 and signed on their behalf by

Karen Mitchell

Karen Mitchell - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2022

	2022	2021
	£	£
Cash used in operating activities:		
Net movement in funds	**(39,996)**	238,263
Adjustments for:		
Depreciation charges	**34,211**	34,211
Dividends, interest and rents from investments	**(1,380)**	(1,271)
Decrease / (increase) in debtors	**(7,932)**	(12,853)
Increase / (decrease) in creditors	**38,424**	21,628
Net cash provided by / (used in) operating activities	**23,327**	279,978
Cash flows from investing activities:		
Dividends, interest and rents from investments	**1,380**	1,271
Net cash provided by / (used in) investing activities	**1,380**	1,271
Increase / (decrease) in cash and cash equivalents in the year	**24,707**	281,249
Cash and cash equivalents at the beginning of the year	**609,182**	327,933
Cash and cash equivalents at the end of the year	**633,889**	609,182
Cash reconciliation		
Cash at bank and in hand	**548,701**	609,182
Current asset investments	**85,188**	-
	633,889	609,182

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. At 31 March 2022, the charity held general funds of £219,607 and a contingency reserve fund of £226,000 which can be drawn down if necessary. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

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

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

1. Accounting policies (continued)

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2022	2021
Raising funds	**5.2%**	4.1%
Charitable activities	**94.8%**	95.9%

h) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

i) Debtors

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

j) Cash at bank and in hand

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

k) Creditors

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

l) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

m) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

1. Accounting policies (continued)

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(h).

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**2021 Total £**
Income from:			
Donations	815,285	157,656	**972,941**
Charitable activities	-	301,302	**301,302**
Investments	-	1,271	**1,271**
Other	-	1,956	**1,956**
Total income	815,285	462,185	**1,277,470**
Expenditure on:			
Raising funds	-	29,985	**29,985**
Charitable activities	849,890	159,332	**1,009,222**
Total expenditure	849,890	189,317	**1,039,207**
Net income / (expenditure)	(34,605)	272,868	**238,263**
Transfers between funds	(3,569)	3,569	**-**
Net movement in funds	(38,174)	276,437	**238,263**

3. Income from donations

	Restricted £	Unrestricted £	**2022 Total £**
Donations	2,500	15,743	**18,243**
Grant income (note 4)	572,150	195,168	**767,318**
Gift aid	-	1,043	**1,043**
Total income from donations	574,650	211,954	**786,604**

Prior period comparative

	Restricted £	Unrestricted £	2021 Total £
Donations	1,567	24,224	25,791
Grant income (note 4)	813,718	130,378	944,096
Fundraising	-	2,197	2,197
Gift aid	-	857	857
Total income from donations	815,285	157,656	972,941

4. Grant income

	Restricted £	Unrestricted £	**2022 Total £**
Derbyshire PCC	141,374	80,468	**221,842**
National Lottery	144,138	-	**144,138**
Derbyshire County Council	84,068	-	**84,068**
Henry Smith Charity	-	72,500	**72,500**
Unnamed donor	50,000	-	**50,000**
Elm Foundation	35,000	-	**35,000**
Lloyds Foundation	-	30,000	**30,000**
High Peak Borough Council	28,400	200	**28,600**
Brook Trust	26,055	-	**26,055**
Buttle Trust	25,050	-	**25,050**
Burton Family Charitable Trust	25,000	-	**25,000**
Other (< £25k)	13,065	12,000	**25,065**
	572,150	195,168	**767,318**

4. Grant income (continued)

Prior period comparative

	Restricted £	Unrestricted £	2021 Total £
National Lottery	193,968	-	193,968
Derbyshire PCC	140,364	7,500	147,864
Henry Smith Charity	63,000	50,000	113,000
Derbyshire County Council	90,568	500	91,068
Lloyds Foundation	50,275	20,000	70,275
Unnamed donor	50,000	-	50,000
Ministry of housing and local government	31,886	-	31,886
Smallwood Trust	30,842	-	30,842
High Peak Borough Council	21,500	5,000	26,500
Garfield Weston Foundation	-	25,000	25,000
Other (< £25k)	141,315	22,378	163,693
	813,718	130,378	944,096

5. Income from charitable activities

	2022 £	2021 £
Contract income	**226,800**	192,873
Housing benefit	**110,448**	105,235
Service charge	**5,161**	3,194
Student placement fees	**1,400**	-
Total income from charitable activities	**343,809**	301,302

All income from charitable activities in the current and prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery Community Fund, Office of the Derbyshire Police and Crime Commissioner, Derbyshire County Council, High Peak Borough Council, Derbyshire Dales Community Safety Partnership and the Ministry of Housing, Communities and Local Government to fund charitable activities. The total value of such grants in the period ending 31 March 2022 was £482,807 (2021: £462,850). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2022 Total £**
Fundraising	857	-	-	**857**
Staff costs (note 10)	37,298	673,999	30,262	**741,559**
Staff training and recruitment	-	8,983	12,447	**21,430**
Travel and subsistence	-	19,584	645	**20,229**
Rent	-	21,838	12,000	**33,838**
Utilities and cleaning	-	14,254	2,984	**17,238**
Repairs and maintenance	-	8,407	2,663	**11,070**
Office costs	-	225	5,504	**5,729**
Insurance	-	6,029	-	**6,029**
Governance costs	-	-	6,600	**6,600**
IT and telephones	-	12,840	10,105	**22,945**
Licences	-	-	1,613	**1,613**
Legal and professional fees	-	-	3,835	**3,835**
Motor expenses	-	2,171	-	**2,171**
Service user support	-	58,487	-	**58,487**
Room hire	-	2,708	-	**2,708**
Depreciation	-	-	34,211	**34,211**
Grants paid to partners (note 9)	-	181,240	-	**181,240**
Sub-total	38,155	1,010,765	122,869	**1,171,789**
Allocation of support and governance costs	6,443	116,426	(122,869)	-
Total expenditure	**44,598**	**1,127,191**	**-**	**1,171,789**

Total governance costs were £6,600 (2021: £5,940)

Included in service user support costs are items purchased for individuals totalling £27,397 (2021: £15,873).

7. Total expenditure

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	2021 Total £
Fundraising	1,489	-	313	1,802
Staff costs (note 10)	25,202	582,347	12,620	620,169
Staff training and recruitment	-	3,105	2,432	5,537
Travel and subsistence	-	18,121	420	18,541
Volunteer expenses	-	768	-	768
Rent	-	24,828	7,001	31,829
Utilities and cleaning	-	15,799	1,912	17,711
Repairs and maintenance	-	12,883	1,422	14,305
Office costs	-	2,797	3,630	6,427
Insurance	-	6,512	-	6,512
Governance costs	-	-	5,940	5,940
IT and telephones	-	34,078	4,029	38,107
Licences	-	240	1,028	1,268
Legal and professional fees	-	5,046	4,447	9,493
Motor expenses	-	479	-	479
Service user support	-	47,295	-	47,295
Room hire	-	87	-	87
Depreciation	-	-	34,211	34,211
Grants paid to partners (note 9)	-	178,726	-	178,726
Sub-total	26,691	933,111	79,405	1,039,207
Allocation of support and governance costs	3,294	76,111	(79,405)	-
Total expenditure	29,985	1,009,222	-	1,039,207

8. Net movement in funds

This is stated after charging:

	2022	2021
	£	£
Depreciation	**34,211**	34,211
Operating lease payments	**34,024**	30,461
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**30**	Nil
Auditors' remuneration:		
▪ Statutory audit (including VAT)	**6,600**	5,940

One trustee was reimbursed for professional fees (2021: Nil).

9. Grants paid to partner organisations

	2022	2021
	£	£
Elm Foundation	**90,890**	106,630
Derbyshire Wish	**90,350**	72,096
Total grants paid to partner organisations	**181,240**	178,726

10. Staff costs and numbers

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**658,705**	550,956
Social security costs	**48,986**	37,471
Pension costs	**30,806**	25,901
Agency staff	**3,062**	5,841
	741,559	620,169

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £93,153 (2021: £90,773).

	2022	2021
	No.	No.
Average head count	**33.00**	30.00

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2021	146,135	17,921	7,000	**171,056**
Additions in year	-	-	-	**-**
At 31 March 2022	146,135	17,921	7,000	**171,056**
Depreciation				
At 1 April 2021	87,266	10,510	4,200	**101,976**
Charge for the year	29,227	3,584	1,400	**34,211**
At 31 March 2022	116,493	14,094	5,600	**136,187**
Net book value				
At 31 March 2022	**29,642**	**3,827**	**1,400**	**34,869**
At 31 March 2021	58,869	7,411	2,800	69,080

13. Debtors

	2022 £	2021 £
Trade debtors	**15,428**	4,400
Prepayments	**5,148**	4,626
Accrued income	**6,239**	9,857
Other debtors	**857**	857
	27,672	19,740

14. Creditors: amounts due within 1 year

	2022 £	2021 £
Trade creditors	**19,756**	-
Accruals	**40,950**	23,195
Other taxation and social security	**18,070**	13,333
Other creditors	**-**	3,824
	78,776	40,352

15. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	34,869	-	**34,869**
Current assets	144,616	226,000	290,945	**661,561**
Current liabilities	(7,438)	-	(71,338)	**(78,776)**
Net assets at 31 March 2022	**137,178**	**260,869**	**219,607**	**617,654**

Prior period comparative	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	69,080	-	**69,080**
Current assets	150,108	176,000	302,814	**628,922**
Current liabilities	-	-	(40,352)	**(40,352)**
Net assets at 31 March 2021	**150,108**	**245,080**	**262,462**	**657,650**

16. Movements in funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2022 £**
Restricted funds					
Activities	1,187	-	(3,318)	2,131	**-**
Befriending service	-	17,363	(789)	-	**16,574**
Children's equipment	1,852	-	(1,249)	-	**603**
Children's groups	4,457	-	(3,283)	-	**1,174**
Community groups	4,191	-	-	-	**4,191**
Coronavirus emergency funding	16,330	-	(16,330)	-	**-**
Counselling	21,673	8,692	(16,884)	-	**13,481**
Children's counselling	2,248	7,614	(7,375)	-	**2,487**
Digital capacity	-	2,200	-	-	**2,200**
Essentials fund	-	5,261	(3,640)	-	**1,621**
Floating support	8,426	47,722	(56,148)	-	**-**
Freedom project	4,410	1,500	(1,818)	-	**4,092**
Grants to service users	3,044	25,940	(28,444)	-	**540**
Harmony	14,078	126,192	(112,583)	-	**27,687**
Outreach	59,687	325,666	(329,341)	-	**56,012**
People carrier	2,095	2,500	(2,171)	-	**2,424**
School uniform fund	968	1,000	(877)	-	**1,091**
Security items	5,462	3,000	(5,461)	-	**3,001**
Total restricted funds	150,108	574,650	(589,711)	2,131	**137,178**
Unrestricted funds					
Designated funds:					
Fixed asset fund	69,080	-	(34,211)	-	**34,869**
Contingency reserve fund	176,000	-	-	50,000	**226,000**
Total designated funds	245,080	-	(34,211)	50,000	**260,869**
General funds	262,462	557,143	(547,867)	(52,131)	**219,607**
Total unrestricted funds	507,542	557,143	(582,078)	(2,131)	**480,476**
Total funds	657,650	1,131,793	(1,171,789)	-	**617,654**

16. Movements in funds (continued)

Purposes of restricted funds

Activities

We have specific funding to arrange trips, activities, classes and interactive sessions with our refuge residents and also with families that we support in the community.

Befriending service

Funding to establish a volunteer befriending service for survivors of domestic abuse who need additional support to access groups and activities in the local community.

Children's equipment

Funding for specialist equipment for children moving into refuge, such as sterilisers, safety gates, home schooling equipment, pushchairs and prams or any other safety / practical item that will make children safe and well supported.

Children's groups

Funding for our well established Me2 Children's Group Work, supporting children aged 5-12 who have experienced domestic abuse. The Me2 Programme runs for 12 weeks and focuses on safety, healthy relationships, mental health and self-esteem. This funding is also used to support our school holiday groups for children.

Community groups

This funding is for groups for adults and children to recover from and better understand the impacts of domestic abuse on the whole family.

Coronavirus emergency funding

This fund was established at the onset of the Covid-19 pandemic to provide additional support to meet the challenges of working remotely during the lockdown period. These funds were all spent prior to April 2021.

Counselling / Children's counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Digital capacity

A small fund established to help us improve our digital capability and adapt to new ways of working.

Essentials fund

Funding to provide household support, such as groceries and utilities, to families.

Floating support

We have four stand-alone properties for young women who are moving on from the Harmony Project. This fund supports young women as they establish their own tenancies in the local area. The properties are also used to provide safe, secure accommodation for anyone fleeing abuse who may not find shared refuge accommodation suitable for their needs.

16. Movements in funds (continued)

Purposes of restricted funds (continued)

Freedom project

The Freedom Programme is a series of twelve weekly workshops focusing on tactics used by an abusive person. The programme is designed to help women to identify abusive relationships.

Grants to service users

We secure funding from bodies such as Rotary Clubs and others specifically to support individuals and families in need as a result of their abuse.

Harmony

The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. The project works with young women who are escaping abuse. We support them to improve their emotional health and well-being and work with them around their children's practical needs.

Outreach

This programme works with women and men who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding is provided to pay for the vehicle running costs of the people carrier.

School uniform fund

We raise funds each year to make sure that no child has to start a new school with inappropriate uniform.

Security items

Funding to provide cameras, lock changes, window locks etc.

Purposes of designated funds

Fixed asset fund

The net book value of any assets purchased with restricted funds are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Contingency reserve fund

This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees.

Transfers between funds

Transfers into the activities fund are to cover the overspend from general reserves.

16. Movements in funds (continued)
Prior period comparative

	At 1 April 2020 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2021 £**
Restricted funds					
Activities	525	1,000	(338)	-	**1,187**
Children's equipment	451	2,000	(599)	-	**1,852**
Children's groups	10,061	41,144	(46,748)	-	**4,457**
Community groups	4,191	-	-	-	**4,191**
Core	17,496	4,000	(21,496)	-	**-**
Coronavirus emergency funding	-	442,506	(426,176)	-	**16,330**
Counselling	17,258	7,007	(2,592)	-	**21,673**
Children's counselling	6,603	-	(4,355)	-	**2,248**
Floating support	31,208	30,494	(53,276)	-	**8,426**
Freedom project	4,698	-	(288)	-	**4,410**
Grants to service users	128	19,634	(16,718)	-	**3,044**
Harmony	32,580	145,260	(163,762)	-	**14,078**
Online advertising Dales	-	1,950	(1,950)	-	**-**
Outreach	54,948	110,790	(106,051)	-	**59,687**
People carrier	3,239	-	(1,144)	-	**2,095**
School uniform fund	1,327	-	(359)	-	**968**
Security items	-	9,500	(4,038)	-	**5,462**
Harmony children's worker	3,569	-	-	(3,569)	**-**
Total restricted funds	188,282	815,285	(849,890)	(3,569)	**150,108**
Unrestricted funds					
Designated funds:					
Fixed asset fund	101,861	-	(34,211)	1,430	**69,080**
Contingency reserve fund	-	-	-	176,000	**176,000**
Total designated funds	101,861	-	(34,211)	177,430	**245,080**
General funds	129,244	462,185	(155,106)	(173,861)	**262,462**
Total unrestricted funds	231,105	462,185	(189,317)	3,569	**507,542**
Total funds	419,387	1,277,470	(1,039,207)	-	**657,650**

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2022	2021
	£	£
Amount falling due:		
Within 1 year	**16,310**	23,902
Within 1 - 5 years	**8,004**	21,567
Over 5 years	**160**	-
	24,474	45,469

18. Related party transactions

There were no related party transactions during the current or prior period.

CROSSROADS DERBYSHIRE

England & Wales - Charity number 1134679

Accounts

Annual Review 2020-2021

Crossroads
DERBYSHIRE

Message from the Chair

Welcome to our Annual Review for 2020-21. The year has been dominated by the impact of the Covid-19 pandemic and we are so proud of our staff, volunteers and service users for their resilience and determination throughout this period.

Despite the challenges there is plenty to be proud of. In January we celebrated the passing of the new DVA Bill in Parliament, and while there is still much to be done we recognise this positive step in protecting victims of abuse, particularly children who will be recognised as victims in their own right for the first time.

I was pleased to see the charity take an active part in campaigning both locally and nationally this year. I'd like to congratulate Sharon, one of our Team Leads, who contributed to an influential report published by Women's Aid. The "Making Children Visible" report will be circulated to commissioners and policy makers, and will help to inform good practice alongside the DVA Bill.

In March 2021 our CEO Vicky Bunnage, along with over 90 CEOs from the UK's largest domestic abuse services, co-signed a letter to Boris Johnson to express our concerns about the government's response to male violence.

We have taken part in local, regional and national campaigns and consultations this year as well as raising awareness through our social media channels, and this remains a key part of our work. It has been more important than ever this year to represent the voices of our service users, as we navigate the pandemic, the impact of Brexit and the legal changes resulting from the new DVA Bill.

We are so grateful to our staff and volunteers for their resilience in adapting to change and we are so proud of our service users who have shown such strength and courage throughout this time.

Elaine McDonald - Chair of Trustees

Chief Executive's Report

I'd like to warmly welcome you to our Annual Review for the year 2020-21. It's certainly been an eventful first year in my role as CEO and we have faced some extreme challenges within our charity and across the sector.

I am so proud of the Crossroads staff, trustees and volunteers for showing such dedication, resilience and passion to support victims of abuse throughout the Covid-19 pandemic. The crisis has really brought out the best in the team, and we are so fortunate to have such a fantastically committed group of people working for the charity. They are a credit to the organisation.

I am also proud that we have continued to set up new initiatives and to develop our services in response to the most urgent needs locally. This year we have successfully set up two new properties for families moving on from refuge. The need for these has never been greater and we are pleased that they have been in constant use since we first opened them in August 2020.

We have also developed our services for young people, and in particular were very pleased to secure National Lottery funding alongside our consortium partners to expand our work with young people at risk of entering unhealthy relationships. We have also expanded our children's counselling service, at a time when the need has never been greater.

This year has really shown how strong our local community is, and we really value all of the support we have received, from donations of food, clothing, children's equipment and household items to supporting us by fundraising and donating money, it really has helped us at one of the most difficult times for victims of domestic abuse. Most of all I would like to thank our service users for their continued bravery. You all inspire us every day to keep going. Thank you.

Vicky Bunnage - Chief Executive

At a glance...

23 young women used the Harmony Project and follow-on support

13 children were supported at the Harmony Project

181 children were helped to recover from domestic abuse

40 women were helped in their recovery by our counselling and Freedom Programme

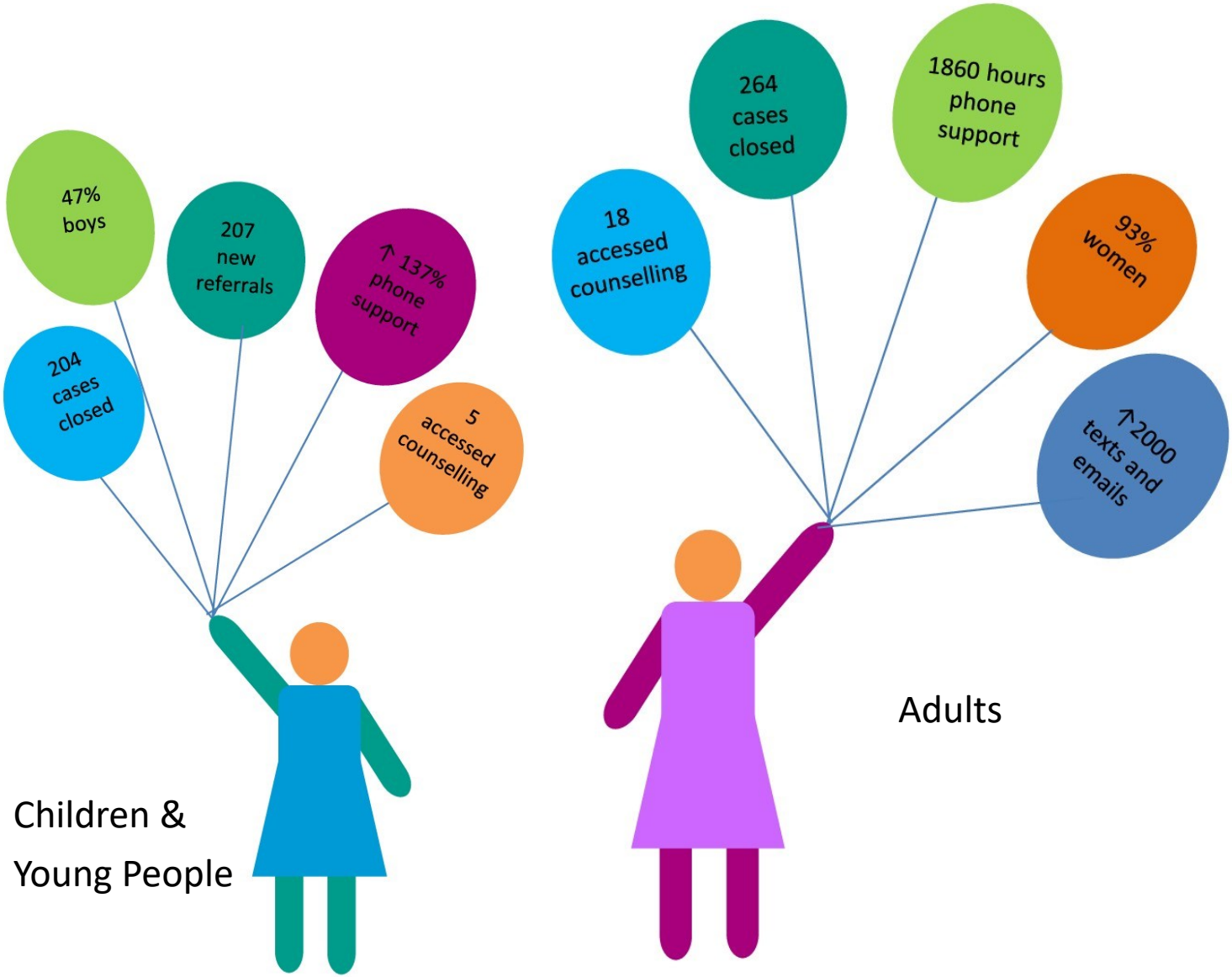
31 people were helped by the WAGS or We Can Change Project

680 people directly benefited from our work

372 adults were supported in the community

...28% more than last year

Over 3,750 hours were spent on direct support for adult service users



For every £1 we raised, 3p was spent on generating further income

Adult Outreach Service

Our outreach team works with adults who need support to leave an abusive relationship or to recover from their experiences. They provide support around safety, housing, health and wellbeing.

We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated Development Leads who focus on housing, legal issues and recovery work.

We saw a dramatic rise in referrals from March to June 2020 in immediate response to the Covid-19 pandemic. We were able to very quickly relocate our outreach team to work from home while maintaining a full service to adults over the telephone. The situation brought significant challenges to our clients including financial hardship, safety issues and increased risk of serious abuse. Our staff have shown incredible commitment to maintaining a safe service for clients across the region.

Average wait time from referral to allocation was 8 days, which is down by 12%.

Counselling and support

We provide counselling and aftercare to survivors of domestic abuse who may be suffering from mental health issues as a result of their abuse. We focus on a healthy, safe future for all the family.

COUNSELLING SERVICE

We recruited a further four volunteer counsellors, making a team of eight counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service moved to telephone counselling in March 2020 due to Covid-19 but we were able to continue to support all of our existing clients. We provided counselling to 22 clients this year, a rise of 22%.

We are proud that we were able to maintain our counselling service throughout the lockdown period, at a time when our clients needed this support more than ever.

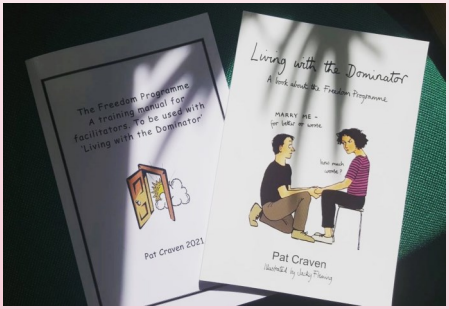
"If it wasn't for Crossroads, I'd be a crumbling mess on the floor."

FREEDOM PROGRAMME

Despite being forced to cancel our in-person Freedom Programme group work in spring 2020, we were able to start offering online Freedom Programme groups during the year.

In total we delivered group work to 18 women during the year, and our online groups have proved very popular.

The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.



Children's Services

We operate two well-respected services for children: Me2 groupwork operates alongside our services for individual children in refuge and the community.

Work with children has been more severely impacted by the Covid-19 pandemic than our work with adults. School closures and restrictions made it very difficult to offer face-to-face work in the early months. Despite this, the team have continued to operate a high quality service for children and young people across the High Peak and Dales.

We supported families who were isolating at home throughout the crisis by providing activities, food parcels, games, workbooks, and even provided laptops for some families who couldn't access home schooling.

The team have secured over £30,000 in grants for families via the Buttle Trust and other funders, meaning that families who have fled abuse have access to educational resources, laptops, school uniform, furniture and sports equipment. These grants have made a tremendous difference to families.

"It has helped his anxiety and enabled him to feel more confident."

We work with children in the community and also those living in refuge properties. This year the number of children and young people accessing support remained high, with a total of **181** children being supported.

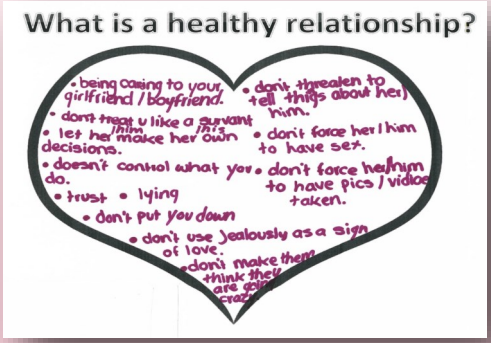
New Projects

"I used to be upset by what happened but now it's all out, I am free like a spirit."

MAKING POSITIVE CHOICES

This project works with young people at risk of entering unhealthy relationships. Many of them have experienced domestic abuse at home and have had no positive role models. We increasingly found young people were being referred to us for abuse towards a parent or sibling. In response, we now offer a structured program of support for the whole family.

We use a variety of materials to focus on anger management, healthy relationships and consequences. The project has worked with **31** young people over the last year with very positive outcomes, and we expect that number to increase next year. The project was severely impacted by lockdown but is now running as usual, with a lot of interest for upcoming groups.



CHILDREN'S COUNSELLING

This project has been run as a pilot and we have received very positive feedback. Since January 2020 we have offered this service to six children. Our counsellors aim to set up a safe place where children and young people can work through experiences and feelings. It enables them to access their emotional processes through play and creativity. This ensures the counselling journey occurs at their pace, without retraumatising them.

We know there is a need for this service both from talking to the children and parents in our service and from talking to professionals and partner agencies in Derbyshire. There is currently no such service locally.

The Harmony Project

The Harmony Project offers safe accommodation, after-support and parenting support to young women aged 16-24 and their children. We were the first in the country to identify this need.

"You should win prizes for your refuge. You should be given gifts by princes and kings."

The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, have poor emotional health and well-being and are struggling to parent their children. We take up to five young women at a time and supported **23** women this year.

We have seen our highest ever occupancy rates this year, with 100% of beds occupied from March to September. This was due to limited move-on opportunities due to the pandemic and a national shortage of refuge spaces. During the first lockdown we supported families in emergency hotel and AirBnB spaces, and had to turn away twice as many referrals as usual. In November we used our fifth bedroom as a quarantine space for new residents, temporarily reducing the number of beds we could offer.

This year marked the 7th anniversary of offering safe accommodation to young women and their families.

Move-on Properties

We offer self-contained houses for young women to move on from the Harmony Project, as well as providing ongoing support.

We now have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. The houses are also available to any adult who needs to escape abuse. This project also works with young women who resettle in their own tenancies in the local area. We hope to increase to six properties in the coming year.

"I never thought I'd be able to move with my children while everything was closed. I thought I was trapped. Thank you for everything. You have saved our lives."

Our Supporters

Grants from charitable trusts, local government and national government departments make up the majority of our income, and without them we could not survive.

Due to the unpredictability of social distancing regulations, it has not been practical to plan many of our usual fundraising activities this year. We have focused on online fundraising and applying to trusts and grants, in addition to our normal provision.

We have well established Facebook and Twitter accounts, and have recently started an Instagram page. We have used our social media presence to raise the profile of the charity and to increase awareness of the challenges faced by those experiencing domestic abuse.

These strategies have been successful due to the unerring support we receive from our local community. Throughout the pandemic, and particularly during the festive season, many reached out with offers of support . As well as generous financial donations, the community kindly donated Christmas presents, rugs, food, furniture, IT equipment, nappies, clothes, toys, TVs, kitchen equipment, and more.

Client Stories

'SYLVIA'

Sylvia left a very violent relationship two years ago and we worked very closely with her and the children at that time to support them to rebuild their lives. We had just started working with Sylvia again prior to the lockdown because she was struggling with the after-effects of the abuse for her and her children.

"It was really hard being at home with the children during lockdown. I have no family or friends around here because we had to leave everyone behind when we came to the refuge. Thank you for being a friendly voice on the end of the phone, and thank you for organising food parcels and a school place for K. It has made such a difference."

Sylvia was left with disabilities as a result of her abuse, and was also in the shielding category. She has an eleven-year-old son who has severe behavioural problems and additional needs, and she was struggling to cope at home. Although he was able to attend school due to his vulnerabilities Sylvia did not want to send him because of the risk of infection. We have supported the family through this crisis by arranging emergency food parcels, prescriptions, access to a laptop to allow her son to join in with class work, we've provided telephone counselling from our volunteer counselling service and we have been available as a listening ear, as Sylvia has no friends or family locally having been moved to another area of the country to escape her abuse. Now the lockdown is over, Sylvia has attended court in relation to her abuse, and we have supported her with that. We have also resumed our one-to-one work with her son, helping him to come to terms with the abuse he witnessed as a younger child.

Treasurer's Report

This year the charity has seen its highest ever levels of income. We raised over £1 million for the first time. This was due to existing funding contracts being in place, and also because several new funders supported us in our response to the pandemic. The Covid-19 pandemic led to a rapid change in the priorities of our key funders as they responded to the immediate crisis. We were pleased that the urgent needs of the sector were met in this way, and the increase in funding was very welcome at such a difficult time.

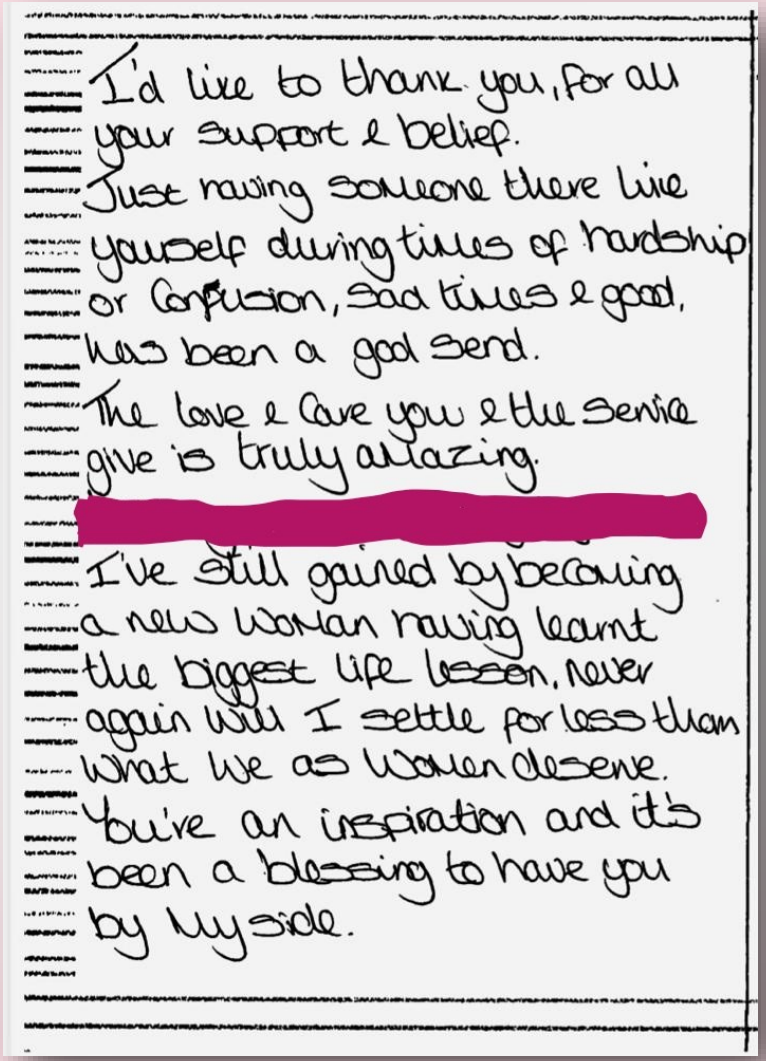
This did mean that several repeat funders were unable to offer us long-term funding during the year, but we are pleased that through a combination of emergency funding and new funding streams we have secured all of our projects for the coming year. The additional Covid emergency funding has been crucial in allowing us to respond to the crisis and adapt to new ways of working, and it has also allowed us to invest in our IT infrastructure and increase our reserves to better reflect our current running costs.

We were unable to run any community fundraising activities this year due to the lockdowns but we did hold a successful online raffle, and we also received a number of individual donations from the local community to help us with the response to the pandemic.

I would like to extend my thanks to Godfrey Wilson for their support in carrying out our first full audit, and thank you to the staff team for their response to the crisis and success in securing emergency funding.

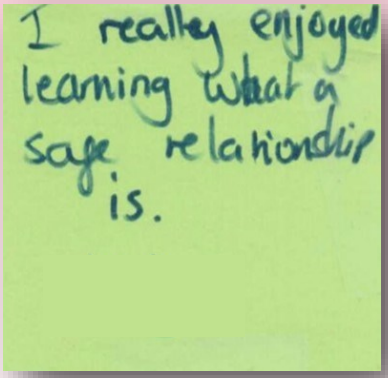
Karen Mitchell - Treasurer

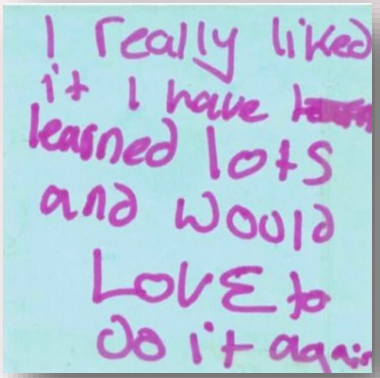
Feedback

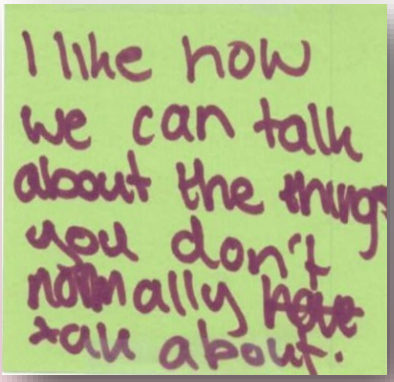

I'd like to thank you, for all your support & belief. Just having someone there like yourself during times of hardship or confusion, sad times & good, has been a god send. The love & care you & the service give is truly amazing.

[redacted]

I've still gained by becoming a new woman having learnt the biggest life lesson, never again will I settle for less than what we as women desene. You're an inspiration and it's been a blessing to have you by my side.


I really enjoyed learning what a safe relationship is.


I really liked it I have learned lots and would LOVE to do it again


I like how we can talk about the things you don't normally talk about.

"I'm becoming part of the community. I'm ready to move on."

Crossroads
DERBYSHIRE

Domestic Abuse Services

Telephone: 01457 856675

Derbyshire Domestic Abuse Helpline: 0800 0198 668

Crossroads Derbyshire
Website: www.crossroadsderbyshire.org
Email: admin@crossroadsderbyshire.org
Registered charity: 1134679
Company Limited by Guarantee No: 07164749
Address: Crossroads Derbyshire, PO BOX 22, Glossop, Derbyshire. SK13 8AE

Company no. 07164749
Charity no. 1134679

Crossroads Derbyshire Ltd
Report and Audited Financial Statements
31 March 2021

Crossroads Derbyshire Ltd

Reference and administrative details

For the year ended 31 March 2021

Company number	07164749
Charity number	1134679
Registered office and operational address	2a Victoria Street Glossop Derbyshire SK13 8AB
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Elaine Abraham Lee (appointed 12 October 2020) Cilla Hollman Elaine McDonald Karen Mitchell Winifred Moran Lisa Morris Meera Senior Michelle Simpson Janet Lee (resigned 12 October 2020)
Chief executive officer	Vicky Bunnage
Secretary	Vicky Bunnage (appointed 29 April 2020)
Bankers	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ The Charity Bank Limited Fosse House 182 High Street Tonbridge TN19 1BE HSBC 5 Great Underbank Stockport Cheshire SK1 1LH Vernon Building Society 19 St Petersgate Stockport Cheshire SK1 1HF Mansfield Building Society Regent House Regent Street Mansfield Nottinghamshire NG18 1SS

Solicitors	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
Auditors	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD

The trustees present their report along with the financial statements of the charity for the year ended 31 March 2021.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure governance and management

Governing document

Crossroads Derbyshire is a company limited by guarantee governed by its Memorandum and Articles of Association dated 19 February 2010. It is registered as a charity with the Charity Commission.

By operation of law, all trustees are directors under the Companies Act 2006 and all directors are trustees under charity legislation and have responsibilities, as such, under both company and charity legislation.

All trustees are individuals.

Appointment of directors

As set out in the Articles of Association, trustees are directors for the purposes of company law and are appointed by ordinary resolution. Applications to join the board of trustees are handled by the Chair. New trustees are invited to interview with the Chair and Chief Executive Officer. They then follow an induction process which includes shadowing of a full board meeting, internal training on key policies and attending external training regarding the role of the trustee. The full induction process is set out in the trustee manual.

In order to manage its functions, the trustees have developed three sub-groups to oversee Finance, Fundraising and Human Resources. There are currently eight directors and they meet monthly with the Chief Executive Officer in attendance.

At the next Annual General Meeting, Karen Mitchell, Meera Senior and Lisa Morris are due to retire as trustees but are eligible for reappointment.

Four prospective trustees are currently co-opted onto the board and will be proposed as new trustees at the Annual General Meeting in October 2021. They are Abeer Omar, Hannah Burbidge, Abbie Kirkham and Rebecca Gibbons.

Delegated management

Trustees delegate the day-to-day management of the organisation to the Chief Executive Officer, Vicky Bunnage, who is employed full-time to lead the organisation both operationally and strategically. The CEO has 23 years' experience in the charity sector. Trustees meet monthly and the Chief Executive Officer produces an operational report for discussion and actions to be agreed by trustees.

The charity also employs an Operations Manager, Kerry Glennie, who works full-time with the Chief Executive Officer and the trustees to manage day-to-day service issues, safeguarding and supervision of the staff team. Kerry has a background in safeguarding within a social care setting.

Both the Chief Executive and the Operations Manager were new to their roles in May 2020. The previous Chief Executive, Pamela Whittle, stood down in May 2020.

Staffing structure
In addition to the Chief Executive Officer and the Operations Manager there are five team leads who oversee the following:

- Accommodation;
- Community North;
- Community Central;
- Community South; and
- Counselling Service.

A further 26 full-time and part-time staff are employed across all of our services to deliver support. We also employ a full-time administrator and part-time housekeeper and there are six volunteers who deliver counselling to our service users in both the High Peak and Derbyshire Dales.

Setting pay and remuneration of key management personnel
The salary structure is agreed by trustees. Review of salaries takes place annually in February when the annual budget is being prepared. All salaries are set with reference to the NJC pay levels. Key management salaries are set in comparison with other domestic abuse providers and roles within the voluntary sector.

Objectives and activities

The purposes of the charity as set out in its governing document
"To promote any charitable purposes for the benefit of women and any children they may have, who have been or are experiencing domestic abuse or are at risk of doing so, and who are living or have sought refuge within the area of benefit; and in particular by the provision of safe housing and outreach support; and to assist men who have suffered similarly, offering outreach support where appropriate."

The main activities undertaken in relation to those purposes during the year
Crossroads Derbyshire has 42 years' experience of delivering a range of interventions for adults, children and young people who are experiencing or have experienced domestic abuse. Our primary purpose is to work with those affected, to assess immediate risk, put safety measures in place and, using a multi-agency approach, offer a support package which builds resilience against future harm.

This year we directly supported **680** individuals across all services. Our current provision includes:

- Harmony Project - safe accommodation for girls and young women aged 16-24 and their children who experience domestic abuse, sexual violence and/or forced marriage;
- Dispersed properties – four additional properties set up to support young women who are ready to move on from the Harmony Project. These properties are also available to any adult who needs safe accommodation outside of shared refuge;
- Making Positive Choices - intensive group work and one-to-one support for young people aged 11-19 experiencing abuse in their intimate relationships. In September 2021 this project will expand to work with young people at risk of harming others, including violence towards a parent;
- Domestic abuse outreach support, for adults who have experienced physical, emotional, sexual or financial abuse for adults living in the community;

- Individual support and group work for children and young people affected by domestic abuse at home;
- Targeted services to children and young people living in refuge accommodation in the High Peak and Derbyshire Dales;
- Counselling services to offer emotional support to those recovering from domestic abuse;
- 12-week Freedom Programme which examines the tactics of the perpetrator and looks at the patterns of domestic abuse and the effects on children who live with it; and
- Children's counselling – a targeted service for children age 6-18 who have experienced domestic abuse.

Public benefit

Adults and children in the High Peak and Derbyshire Dales areas of Derbyshire have benefited from the charity's activities by provision of services including accommodation, advice, advocacy and support to reduce risk and increase safety.

Our aims are:

- We believe adults and children have the right to live in a safe and non-threatening environment;
- We challenge discrimination and promote equality of opportunity; and
- We strive to prevent abuse by raising awareness and promoting change that lasts.

Key activities and performance

We continued to work towards our Business Plan 2019-2022. In order to ensure that the work that we do is in line with our aims and objectives, the plan is a standing item on the monthly trustees' agenda and is formally reviewed annually. Regular reviews of the plan showed that good progress had been made against actions in most areas and new developments were added to the action plan. We have continued to strengthen the organisation by bringing in significant funding from grants and trusts and some have pledged more funds in the coming year based on the success of the work we have achieved.

We are very proud that despite the impact of the Covid-19 pandemic, we were able to continue to make progress against our business plan aims. The biggest of these was a significant restructure of the staff team in order to help us to manage the growth of the charity. The staff team have adapted extremely well to the changes and the new structure has made the organisation more effective.

We were also very proud of our staff team's response to the Covid-19 situation, and we were fortunate to receive additional funding to support this response.

Short-term and longer-term objectives

Sustainability – As a result of the Covid-19 pandemic we saw a drop in community fundraising income and we did not receive grants from some of our long-term funding partners, but we were successful in securing a large number of short-term grants. This has meant we have been able to continue to offer all of our project work, and expand our teams to meet the greater demand. This has also meant that we have been able to increase our fixed reserves more quickly than planned to better reflect our current running costs.

Commissioned services – April 2020 saw us enter into a new contract with Derbyshire County Council to deliver outreach services to adults and children across the High Peak and Derbyshire Dales. We deliver this work in partnership with The Elm Foundation and Derbyshire WISH, with Derbyshire WISH acting as contract lead. This means we now work in a larger area of the Derbyshire Dales. The contract will run for three years with a possible extension for a further three years.

Improved partnership working – As a result of the rapidly changing funding situation brought about by the Covid-19 pandemic, we have strengthened our partnership working both with our consortium partners and with other statutory and voluntary agencies. This has included joint working, delivery of essentials, donations of computer equipment and support to other charities who were struggling to deliver their services safely.

Our key charity partners are The Elm Foundation and Derbyshire WISH. We have a partnership agreement in place, and delivered contracted services with them throughout the year. During the year we were also successful in a bid to the National Lottery for work with young people at risk of harming others.

We have also continued to work with Great Places (formerly Equity Housing) and we now have four dispersed properties supplied by them. We have received funding to expand to two further properties in 2021. This will further enhance our services to any families who might not be suitable for shared refuge or who are struggling to secure housing.

Our services in detail

Community outreach services
In light of the increase in staffing needed during the pandemic and the growth of the charity in recent years, we carried out a review of our structure during 2020. Our board and management identified that the flat management structure had become unsafe and needed a review. As a result, we appointed five team leads from within our existing staff team, each taking responsibility for the supervision and case allocations of between 5 and 7 staff.

We split our community outreach teams into three neighbourhood teams, with each team containing adult outreach workers, children's outreach workers and family workers.

The three neighbourhoods are:
- **North Team** – covering Glossop, New Mills, Whaley Bridge and surrounding villages;
- **Central Team** – covering Buxton and the surrounding areas; and
- **South Team** – covering the Dales area.

We carried out internal recruitment and appointed three of our existing staff to the post of team leads.

We also appointed five members of staff to the role of development lead with specialisms in:
- Housing and homelessness;
- Legal and MARAC;
- Adult recovery work;
- Children's recovery work; and
- Young People's group work.

The changes took effect from January 2021 and have proved extremely successful in improving the level of support offered to staff through supervision, meaning that we are offering a safer and more effective service to our clients.

Services to adults
We provide domestic abuse outreach support for adults living in the High Peak and Derbyshire Dales, including some very isolated rural communities. We provide intensive support during times of transition, help people to leave an abusive relationship and keep themselves safe. We provide court support to clients facing legal issues and we have designated development leads who focus on housing, legal issues and recovery work such as the Freedom Programme.

During the year we supported **372** adults in the community, which was a **28%** increase on the previous year.

We support our clients to access legal remedies and address housing needs, criminal and family law issues and emotional support. We have strong referral pathways with other agencies so that we can refer or signpost on, for example, drug and alcohol services, mental health teams and sexual violence services. We also support clients who have financial issues and we make regular referrals to the local food banks.

We saw a dramatic rise in referrals in March 2020 in immediate response to the Covid-19 pandemic. We were able to very quickly relocate our outreach team to work from home while maintaining a full service to adults over the telephone. The situation brought significant challenges to our clients including financial hardship, safety issues and increased risk of serious abuse. We worked with local police to make them aware of anyone we had particular concerns about. Our staff have shown incredible commitment to maintaining a safe service for clients across the region.

Despite being forced to cancel our in-person Freedom Programme group work in spring 2020, we were able to start offering online Freedom Programme groups during the year. In total, we delivered group work to 18 women during the year, and our online groups have proved very popular. The Freedom Programme offers a 12-week course for women to look at the patterns of the perpetrator and the effects of domestic abuse on their children.

Counselling service- We recruited a further four volunteer counsellors, making a team of eight counsellors with clients in both the High Peak and the Derbyshire Dales. The counselling service moved to telephone counselling in March due to Covid-19 but we were able to continue to support all of our existing clients. We provided counselling to 22 clients this year, a rise of 22%.

Services to children and young people
Work with children has been more severely impacted by the Covid-19 pandemic than our work with adults. The school closures and restrictions made it very difficult to offer face-to-face work in the early months of the pandemic. Despite this, the team have continued to operate an extremely high quality service for children and young people across the High Peak and Dales. They worked throughout the crisis to support children by providing activities, food parcels, games, workbooks, and in some cases they secured laptops for families who couldn't access homeschooling.

The team have secured grants for families via grantmakers such as the Buttle Trust, meaning that families who have fled abuse have access to educational resources, laptops, school uniform, furniture and sports equipment. These grants have made a tremendous difference to families during a very difficult year.

We work with children in the community and also those living in refuge properties, including those living in our accommodation and also in properties managed by Derbyshire WISH, one of our consortium partners. This year the number of children and young people accessing support remained high, with a total of 181 children being supported.

Our Me2 Group Work for children has not operated during the year, but instead staff have offered one-to-one support and have also provided support to whole families in the early months of lockdown when our adult services were stretched.

Specialist work with young people
During the year we secured lottery funding to offer a specialist service to young people, including those at risk of harming others.

Previously we ran two services for this age group:

WAGS (Women and Girls Safe) - this project previously supported young women at risk of entering abusive relationships.

We Can Change - This project worked with young people at risk of harming others.

Feedback from the young people told us that the division of genders was no longer appropriate, and we also recognised that sometimes we were supporting the same young people through both projects. Therefore we have brought all of our young people's work together and sessions will be tailored to meet individuals' needs. This new project is called Making Positive Choices.

Making Positive Choices
This project works with young people who are at risk of entering unhealthy relationships. Many of these young people have experienced domestic abuse in the home as they have been growing up and there have been no positive role models in their lives. We were finding that an increasing number of young people are being referred to us where there is abuse towards a parent or sibling. In response to this, we now offer a structured programme of supportive intervention for the family, as part of this project. We secured a joint lottery bid with our consortium partners to expand this project to work one-to-one with young people and to extend the project. It was severely impacted by the imposed lockdown conditions but is now running as usual, with a lot of interest for groups due to start in September 2021.

Thanks to funding from the National Lottery and the Porticus Foundation, we will be able to offer group work, one-to-one work and specialist family work. In particular, we are very pleased that we will be able to offer targeted support to families where abuse is being directed towards parents.

The group uses a variety of resources including books, films and games to help young people to understand what a healthy relationship looks like. Young people learn strategies for managing anger as well as looking at the potential consequences of their actions. This project has worked with 31 young people over the last year with some very positive outcomes, and we expect to hugely increase the numbers of young people accessing the project in the coming year.

Accommodation services
Our shared refuge, The Harmony Project, is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, have poor emotional health and well-being and are struggling to successfully parent their children. We take up to five young women at a time and house an average of 21 women each year.

We have seen our highest ever occupancy rates this year, with 100% of beds occupied from March to September 2020. This was mainly due to the limited move-on opportunities due the pandemic and the increase in demand due to a national shortage of refuge spaces. During the first lockdown we also supported families in emergency hotel and AirBnB spaces.

Harmony floating support - We also have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project also works with young women who resettle in their own tenancies in the local area.

Our accommodation services were directly funded this year by High Peak Borough Council, Reaching Communities, MHCLG, the Burton Family Charitable Trust, income from housing benefit and several grants from smaller charitable trusts and local community supporters. We also received emergency funding for our accommodation services due to the Covid-19 pandemic.

Governance
We ended the year with eight trustees, with a further four potential trustees having been co-opted onto the board. Our board of trustees are extremely committed and attendance at monthly meetings continues to be high. From March 2020, trustees were unable to meet in person due to Covid-19. The board continued to meet to the pre-arranged schedule using online virtual meetings. These have proved very successful and we will look to continue this for trustees who might otherwise be unable to attend meetings in person. This year, trustees have been active in overseeing the review of the risk register and the business plan, with the Chief Executive leading on these pieces of work.

There are three sub-groups: the finance sub-group, who meet and oversee the organisational finance issues, ensuring we are compliant with Charity Commission regulations; the HR sub-group, who meet when required to address any issues relating to policy and disciplinary issues; and finally, the fundraising group, whose members work with volunteers and the Chief Executive to support regular fundraising events. We have held online fundraising events during the year which trustees have supported and also our Chair has delivered various presentations to ensure that the work of the organisation is publicised across Derbyshire.

The difference the charity's performance during the year has made to the beneficiaries of the charity
We record service users' journeys using outcomes stars. Clients are asked to rate themselves out of ten on each point of the star, with each point representing a different issue. These differ across the service depending on the client group, but all cover the main issues of safety, self-esteem and wellbeing. Service users are asked questions at the start of service, and again at the end. These help us to see where we are having a benefit, and also help the service users to see the progress they have made. Our findings are shared with our trustees and local partners, funders and Women's Aid nationally, and the service is reviewed regularly to adapt to changing needs, such as the increasing need to focus on online safety.

We recorded outcomes for **185** adults in the year. The biggest improvements were Confidence and self-esteem (91% showed improvement), Hopes, Goals and Dreams (90% showed improvement) and Children and Parenting (90% showed improvement).

We see consistently high outcomes for children in our service. This year, of the **148** children who left the service, 96% showed an improvement in Safety, and 94% showed an improvement in Personal Development.

Of the 23 women we have supported at the Harmony Project, 20 needed external support for poor mental health, either from their GP or from specialist services. During their time with us, 82% showed improvement. 11 presented with serious drug or alcohol misuse. Of these, 81% showed an improvement in their substance misuse while in the project.

Some feedback from our clients:
"Thanks, you're amazing.

I'd like to thank you, for all your support and belief.

Just having someone there like yourself during times of hardship or confusion, sad times and good, has been a godsend.

The love and care you and the service give is truly amazing.

I have gained by becoming a new woman having learnt the biggest life lesson, never again will I settle for less than what we as women deserve."

The degree to which the achievements and performance during the year have benefited wider society

Crossroads Derbyshire is represented in a number of strategic groups, namely the Domestic Abuse Police Scrutiny Panel, Women's Aid forum, Housing forums, MARAC and more. Our presence in these groups enables us to contribute to the wider agenda for domestic abuse and sexual violence and to share our knowledge and best practice as well as learning from others. Improved reporting using the On Track database allows us to record demographics and outcomes that are collected in a variety of ways; the findings contribute to a national data set which in turn influences national strategic plans for domestic abuse guidance and services.

On a local level, we inform the public and other professionals by raising awareness of the issues for those experiencing abuse and give advice on how to access support. We have been delighted this year to work closely with healthcare professionals, giving talks to GPs and practice nurses locally. We have delivered training with the local DWP office, to help those working with benefits claimants who may be experiencing abuse. We have also taken part in events for local housing agencies and other charities and organisations, where agencies are invited to meet providers and learn about the services on offer and how to refer them.

During the year we have contributed to the campaign to introduce the new DVA Bill. We also met with our local MP to discuss local provision of domestic abuse services, and signed a joint letter to Prime Minister Boris Johnson around the response to the Sarah Everard case.

Finance and fundraising strategy

The Covid-19 pandemic led to a rapid change in the priorities of our key funders, as they responded to the immediate crisis. As a result, we received a number of large grants to help us meet the immediate needs of victims of domestic abuse. We were pleased that the urgent needs of the sector were met in this way, and the increase in funding was very welcome at such a difficult time.

This did mean that several repeat funders were unable to offer us long-term funding during the year, but we are delighted that through a combination of emergency funding and new funding streams, we have secured all of our projects for the coming year.

It was also fortunate that we entered the pandemic with two significant long-term funders already secured. The tender with Derbyshire County Council and the five-year lottery grant for our refuge had both been agreed prior to March 2020 and continued as planned.

The additional Covid emergency funding has been crucial in allowing us to respond to the crisis and adapt to the new way of working, and it has also allowed us to invest in our IT infrastructure and increase our reserves to better reflect our current running costs.

We were unable to run any community fundraising activities this year due to the lockdowns but we did hold a successful online raffle, and we also received a number of individual donations from the local community to help us with the response to the pandemic.

Income this year has been derived from housing benefit, grants from Derbyshire County Council, the National Lottery, Garfield Weston, High Peak Borough Council, BBC Children In Need, Lloyds Foundation, the Burton Family Charitable Trust, Sylvia Adams Charitable Trust, the VAWG Fund, Henry Smith Charity, Ministry of Justice, Police and Crime Commissioner and an anonymous donor alongside a range of small grants and donations. Income also came from investment of reserves and an increase in high-profile fundraising events, aided by the fundraising sub-group and volunteers from the local community.

Crossroads Derbyshire aim to uphold the very highest fundraising standards and practices and to stay well-informed on fundraising best practice. To date, Crossroads Derbyshire has not received any complaints with regards to fundraising activities and are mindful not to undertake fundraising activities that intrude on privacy, are unreasonably persistent, or put any person, especially vulnerable people, under undue pressue to donate. Crossroads Derbyshire do not employ or engage with any external fundraising agencies and do not undertake any street-fundraising or telephone cold-calling. Crossroads Derbyshire review their fundraising policy on an annual basis.

Funding strategy

There is a three-year funding strategy in place which was reviewed in March 2021 and this strategy sits alongside our Business Plan. The strategy is reviewed regularly and enables us to track funding progress and plan in advance for funding streams that are at risk or are near to their end date. This also helps us to look at other funding opportunities and potential funding streams. The organisational risk register identifies risks to funding and operational issues and enables us to plan well in advance to mitigate risk.

Financial review

The trustees are pleased that the charity has been so successful in securing additional funding over the past year, despite the significant challenges faced by the pandemic and the changes within the staff team.

The charity's total income was £1,277,470 which was an increase of £593,343 compared to the previous year. This increase was due to a significant number of grants relating to our response to the Covid-19 pandemic, including £178,726 of grants that were distributed to our consortium partners, The Elm Foundation and Derbyshire WISH.

We are mindful that despite the additional funding received as a result of the Covid-19 situation and the lockdown, this came with an increase in costs to meet demand. Our expenditure this year was £1,039,207 which was £336,219 higher than the previous year. Again this was due to our response to the pandemic, and the need to recruit more staff to meet demand.

Due to the rapidly changing nature of funding during the pandemic, we ended the year with an additional £238,263 of unrestricted income. This will be used in the coming 18 months to retain the additional staff as we emerge from the pandemic and see a huge increase in demand for our services.

We are satisfied that there are sufficient multi-year grants in place to secure services for the next 2-3 years, and we will continue to endeavour to sustain services without the use of reserves; at the same time any agreed use of reserves for the coming year will be closely monitored. Finances continue to be well managed by the Finance sub-group and trustees on a monthly basis, ensuring that income and expenditure are in line with the annual budget.

Reserves policy
In general Crossroads Derbyshire has set out a level of reserves required for sound management.

Crossroads Derbyshire will put aside some of our current income as a reserve against any future financial uncertainties. This will allow some level of certainty to our planning and ensure we can:

- provide a basic level of service in line with our charitable objects for a period of at least three months;
- meet the cost of service development;
- protect investment in premises, equipment and staff; and
- meet any possible redundancy costs.

A designated contingency fund of £176,000 has been carried forward. This has increased by £55,000 compared to last year. Trustees reviewed the amount needed for reserves in the year and agreed a one-off increase in reserves due to the rapid increase in running costs. This amount has now been ring-fenced as a new designated fund. This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees. We will continue to monitor the reserves over the next three years with the aim of holding reserves of three months' expenditure (currently £260,000).

Statement of responsibilities of the trustees
The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with 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).

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 charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

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

Auditors
Godfrey Wilson Limited were appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

The report was approved by the board on 8 November 2021

Karen Mitchell

Karen Mitchell - Trustee

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

Opinion

We have audited the financial statements of Crossroads Derbyshire Ltd (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Other matter

The financial statements for the year ended 31 March 2020 were not audited because the charity was below the statutory audit threshold.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

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. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Independent auditors' report

To the members of

Crossroads Derbyshire Ltd

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

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

Alison Godfrey

Date: 10 November 2021

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:
GODFREY WILSON LIMITED
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Crossroads Derbyshire Ltd

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2021

	Note	Restricted £	Unrestricted £	**2021 Total £**	Restated 2020 Total £
Income from:					
Donations	3	815,285	157,656	**972,941**	476,799
Charitable activities	5	-	301,302	**301,302**	205,783
Investments		-	1,271	**1,271**	1,545
Other		-	1,956	**1,956**	-
Total income		815,285	462,185	**1,277,470**	684,127
Expenditure on:					
Raising funds		-	29,985	**29,985**	29,485
Charitable activities		849,890	159,332	**1,009,222**	673,503
Total expenditure	7	849,890	189,317	**1,039,207**	702,988
Net income / (expenditure)		(34,605)	272,868	**238,263**	(18,861)
Transfers between funds		(3,569)	3,569	**-**	-
Net movement in funds	8	(38,174)	276,437	**238,263**	(18,861)
Reconciliation of funds:					
Total funds brought forward		188,282	231,105	**419,387**	438,248
Total funds carried forward		150,108	507,542	**657,650**	419,387

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 16 to the accounts.

The 2020 comparatives have been restated to recognise additional debtors and creditors, and to reclassify income to better comply with the SORP. Further details are set out in note 19.

Crossroads Derbyshire Ltd

Balance sheet

As at 31 March 2021

	Note	£	2021 £	Restated 2020 £
Fixed assets				
Tangible assets	12		**69,080**	103,291
Current assets				
Debtors	13	**19,740**		6,887
Cash at bank and in hand		**609,182**		327,933
		628,922		334,820
Liabilities				
Creditors: amounts falling due within 1 year	14	**(40,352)**		(18,724)
Net current assets			**588,570**	316,096
Net assets	15		**657,650**	419,387
Funds	16			
Restricted funds			**150,108**	188,282
Unrestricted funds				
Designated funds			**245,080**	101,861
General funds			**262,462**	129,244
Total charity funds			**657,650**	419,387

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

Approved by the trustees on 8 November 2021 and signed on their behalf by

Karen Mitchell

Karen Mitchell - Trustee

Crossroads Derbyshire Ltd

Statement of cash flows

For the year ended 31 March 2021

	2021	Restated 2020
	£	£
Cash used in operating activities:		
Net movement in funds	**238,263**	(18,861)
Adjustments for:		
Depreciation charges	**34,211**	34,211
Dividends, interest and rents from investments	**(1,271)**	(1,545)
Decrease / (increase) in debtors	**(12,853)**	(6,888)
Increase / (decrease) in creditors	**21,628**	10,858
Net cash provided by / (used in) operating activities	**279,978**	17,775
Cash flows from investing activities:		
Dividends, interest and rents from investments	**1,271**	1,545
Purchase of tangible fixed assets	**-**	(3,286)
Net cash provided by / (used in) investing activities	**1,271**	(1,741)
Increase / (decrease) in cash and cash equivalents in the year	**281,249**	16,034
Cash and cash equivalents at the beginning of the year	**327,933**	311,899
Cash and cash equivalents at the end of the year	**609,182**	327,933

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Crossroads Derbyshire Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern. Despite the impact of the Covid-19 pandemic, the charity held general funds of £262,462, cash reserves of £609,182 and a designated contingency reserve fund of £176,000 which can be drawn down if necessary as at 31 March 2021. On this basis the trustees consider that the charity will continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

c) Income

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

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

d) Interest receivable

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

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f) Expenditure and irrecoverable VAT

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

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

1. Accounting policies (continued)

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time, as follows:

	2021	2020
Raising funds	**4.1%**	0.0%
Charitable activities	**95.9%**	100.0%

h) Tangible fixed assets

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

Building refurbishment	5 years straight line
Equipment, furniture and fittings	5 years straight line
Motor vehicles (people carrier)	5 years straight line

Items of equipment are capitalised where the purchase price exceeds £1,000.

i) Debtors

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

j) Cash at bank and in hand

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

k) Creditors

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

l) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

m) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

1. Accounting policies (continued)

n) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation as described in note 1(h).

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	**Restated 2020 Total £**
Income from:			
Donations	443,637	33,162	**476,799**
Charitable activities	-	205,783	**205,783**
Investments	-	1,545	**1,545**
Total income	443,637	240,490	**684,127**
Expenditure on:			
Raising funds	-	29,485	**29,485**
Charitable activities	416,799	256,704	**673,503**
Total expenditure	416,799	286,189	**702,988**
Net income / (expenditure)	26,838	(45,699)	**(18,861)**
Transfers between funds	-	-	**-**
Net movement in funds	26,838	(45,699)	**(18,861)**

3. Income from donations

	Restricted £	Unrestricted £	**2021 Total £**
Donations	1,567	24,224	**25,791**
Grant income (note 4)	813,718	130,378	**944,096**
Fundraising	-	2,197	**2,197**
Gift aid	-	857	**857**
Total income from donations	815,285	157,656	**972,941**

Prior period comparative

	Restricted £	Unrestricted £	Restated 2020 Total £
Donations	-	2,033	2,033
Grant income (note 4)	443,637	21,520	465,157
Fundraising	-	9,609	9,609
Total income from donations	443,637	33,162	476,799

4. Grant income

	Restricted £	Unrestricted £	**2021 Total £**	Restated 2020 Total £
National Lottery	193,968	-	**193,968**	122,927
Derbyshire PCC	140,364	7,500	**147,864**	11,000
Henry Smith Charity	63,000	50,000	**113,000**	-
Derbyshire County Council	90,568	500	**91,068**	90,656
Lloyds Foundation	50,275	20,000	**70,275**	23,732
Unnamed donor	50,000	-	**50,000**	-
Ministry of housing and local government	31,886	-	**31,886**	41,080
Smallwood Trust	30,842	-	**30,842**	-
High Peak Borough Council	21,500	5,000	**26,500**	30,431
Garfield Weston Foundation	-	25,000	**25,000**	-
Foundation Derbyshire	23,966	-	**23,966**	-
BBC Children in Need	20,154	-	**20,154**	40,089
Women's Aid	20,000	-	**20,000**	-
Buttle Trust	15,873	-	**15,873**	-
Land Aid Charitable Trust	13,191	-	**13,191**	3,000
Burton Family Charitable Trust	10,000	-	**10,000**	10,000
Calypso Browning Charity	-	10,000	**10,000**	-
Sub-total	775,587	118,000	**893,587**	372,915

4. Grant income (continued)

	Restricted £	Unrestricted £	**2021 Total £**	Restated 2020 Total £
Sub-total from previous page	775,587	118,000	**893,587**	372,915
CAF Fund	7,800	-	**7,800**	-
Evan Cornish Foundation	7,007	778	**7,785**	-
Brook Trust	-	-	**-**	18,792
Postcode Trust	-	-	**-**	17,447
The Elm Foundation	-	-	**-**	8,731
Tampon tax community fund	-	-	**-**	8,061
Coop community fund	-	-	**-**	7,463
Screwfix	-	-	**-**	5,000
Other (< £5k)	23,324	11,600	**34,924**	26,748
	813,718	130,378	**944,096**	465,157

5. Income from charitable activities

	Restricted £	Unrestricted £	**2021 Total £**	Restated 2020 Total £
Contract income	-	192,873	**192,873**	116,000
Housing benefit	-	105,235	**105,235**	86,158
Service charge	-	3,194	**3,194**	3,625
Total income from charitable activities	-	301,302	**301,302**	205,783

All income from charitable activities in the prior period was unrestricted.

6. Government grants

The charitable company receives government grants, defined as funding from the National Lottery, Derbyshire PCC, Derbyshire County Council, High Peak Borough Council, Derbyshire Dales CSP and the Ministry of Housing and Local Government to fund charitable activities. The total value of such grants in the period ending 31 March 2021 was £462,850 (2020: £296,094). There are no unfulfilled conditions or contingencies attaching to these grants.

7. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	**2021 Total £**
Fundraising	1,489	-	313	**1,802**
Staff costs (note 10)	25,202	582,347	12,620	**620,169**
Staff training and recruitment	-	3,105	2,432	**5,537**
Travel and subsistence	-	18,121	420	**18,541**
Volunteer expenses	-	768	-	**768**
Rent	-	24,828	7,001	**31,829**
Utilities and cleaning	-	15,799	1,912	**17,711**
Repairs and maintenance	-	12,883	1,422	**14,305**
Office costs	-	2,797	3,630	**6,427**
Insurance	-	6,512	-	**6,512**
Governance costs	-	-	5,940	**5,940**
IT and telephones	-	34,078	4,029	**38,107**
Licences	-	240	1,028	**1,268**
Legal and professional fees	-	5,046	4,447	**9,493**
Motor expenses	-	479	-	**479**
Service user support	-	47,295	-	**47,295**
Room hire	-	87	-	**87**
Depreciation	-	-	34,211	**34,211**
Grants paid to partners (note 9)	-	178,726	-	**178,726**
Sub-total	26,691	933,111	79,405	**1,039,207**
Allocation of support and governance costs	3,294	76,111	(79,405)	-
Total expenditure	**29,985**	**1,009,222**	**-**	**1,039,207**

Total governance costs were £5,940 (2020: £2,821)

Included in service user support costs are items purchased for individuals totalling £15,873 (2020: £4,227).

7. Total expenditure

Prior period comparative	Raising funds £	Charitable activities £	Support and governance costs £	Restated 2020 Total £
Fundraising	1,220	-	-	1,220
Staff costs (note 10)	28,265	482,416	-	510,681
Staff training and recruitment	-	2,492	10,299	12,791
Travel and subsistence	-	27,181	1,243	28,424
Volunteer expenses	-	400	-	400
Rent	-	11,766	12,001	23,767
Utilities and cleaning	-	12,748	2,521	15,269
Repairs and maintenance	-	23,727	1,272	24,999
Office costs	-	-	5,314	5,314
Insurance	-	4,575	-	4,575
Governance costs	-	-	2,821	2,821
IT and telephones	-	1,963	9,943	11,906
Licences	-	-	865	865
Legal and professional fees	-	-	185	185
Motor expenses	-	-	2,576	2,576
Service user support	-	20,339	-	20,339
Room hire	-	2,302	-	2,302
Depreciation	-	-	34,211	34,211
Sundry expenses	-	343	-	343
Sub-total	29,485	590,252	83,251	702,988
Allocation of support and governance costs	-	83,251	(83,251)	-
Total expenditure	29,485	673,503	-	702,988

8. Net movement in funds

This is stated after charging:

	2021	2020
	£	£
Depreciation	**34,211**	34,211
Operating lease payments	**30,461**	22,487
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**Nil**	Nil
Auditors' remuneration:		
▪ Statutory audit (including VAT)	**5,940**	-
▪ Independent examination (including VAT)	**-**	1,380

9. Grants paid to partner organisations

	2021	2020
	£	£
Elm Foundation	**106,630**	-
Derbyshire Wish	**72,096**	-
Total grants paid to partner organisations	**178,726**	-

10. Staff costs and numbers

Staff costs were as follows:

	2021	Restated 2020
	£	£
Salaries and wages	**550,956**	447,244
Social security costs	**37,471**	31,171
Pension costs	**25,901**	21,130
Agency staff	**5,841**	11,136
	620,169	510,681

No employee earned more than £60,000 during the year.

The key management personnel of the charitable company comprise the Trustees, Chief Executive Officer, and the Operations Manager. The total employee benefits of the key management personnel were £90,773 (2020: £79,693).

	2021	2020
	No.	No.
Average head count	**30.00**	26.50

11. Taxation

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

12. Tangible fixed assets

	Building refurbishments £	Equipment, furniture and fittings £	Motor vehicles £	**Total £**
Cost				
At 1 April 2020	146,135	17,921	7,000	**171,056**
Additions in year	-	-	-	**-**
At 31 March 2021	146,135	17,921	7,000	**171,056**
Depreciation				
At 1 April 2020	58,040	6,925	2,800	**67,765**
Charge for the year	29,226	3,585	1,400	**34,211**
At 31 March 2021	87,266	10,510	4,200	**101,976**
Net book value				
At 31 March 2021	**58,869**	**7,411**	**2,800**	**69,080**
At 31 March 2020	88,095	10,996	4,200	103,291

13. Debtors

	2021 £	Restated 2020 £
Trade debtors	**4,400**	-
Prepayments	**4,626**	4,395
Accrued income	**9,857**	2,492
Other debtors	**857**	-
	19,740	6,887

14. Creditors : amounts due within 1 year

	2021 £	Restated 2020 £
Accruals	**23,195**	11,838
Other taxation and social security	**13,333**	6,886
Other creditors	**3,824**	-
	40,352	18,724

15. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	69,080	-	**69,080**
Net current assets	150,108	176,000	262,462	**588,570**
Net assets at 31 March 2021	**150,108**	**245,080**	**262,462**	**657,650**

Prior period comparative - restated	Restricted funds £	Designated funds £	General funds £	**Total funds £**
Tangible fixed assets	-	101,861	1,430	**103,291**
Net current assets	188,282	-	127,814	**316,096**
Net assets at 31 March 2020	**188,282**	**101,861**	**129,244**	**419,387**

16. Movements in funds

	At 1 April 2020 Restated £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2021 £**
Restricted funds					
Activities	525	1,000	(338)	-	**1,187**
Children's equipment	451	2,000	(599)	-	**1,852**
Children's groups	10,061	41,144	(46,748)	-	**4,457**
Community groups	4,191	-	-	-	**4,191**
Core	17,496	4,000	(21,496)	-	**-**
Coronavirus Emergency Funding	-	442,506	(426,176)	-	**16,330**
Counselling	17,258	7,007	(2,592)	-	**21,673**
Children's Counselling	6,603	-	(4,355)	-	**2,248**
Floating support	31,208	30,494	(53,276)	-	**8,426**
Freedom project	4,698	-	(288)	-	**4,410**
Grants to service users	128	19,634	(16,718)	-	**3,044**
Harmony	32,580	145,260	(163,762)	-	**14,078**
Online advertising Dales	-	1,950	(1,950)	-	**-**
Outreach	54,948	110,790	(106,051)	-	**59,687**
People carrier	3,239	-	(1,144)	-	**2,095**
School Uniform Fund	1,327	-	(359)	-	**968**
Security items	-	9,500	(4,038)	-	**5,462**
Harmony children's worker	3,569	-	-	(3,569)	**-**
Total restricted funds	188,282	815,285	(849,890)	(3,569)	**150,108**
Unrestricted funds					
Designated funds:					
Fixed asset fund	101,861	-	(34,211)	1,430	**69,080**
Contingency reserve fund	-	-	-	176,000	**176,000**
Total designated funds	101,861	-	(34,211)	177,430	**245,080**
General funds	129,244	462,185	(155,106)	(173,861)	**262,462**
Total unrestricted funds	231,105	462,185	(189,317)	3,569	**507,542**
Total funds	419,387	1,277,470	(1,039,207)	-	**657,650**

16. Movements in funds (continued)

Purposes of restricted funds

Activities

We have specific funding to arrange trips, activities, classes and interactive sessions with our refuge residents and also with families that we support in the community.

Children's equipment

Funding for specialist equipment for children moving into refuge, such as sterilisers, safety gates, home schooling equipment, pushchairs and prams or any other safety / practical item that will make children safe and well supported.

Children's groups

Funding for our well established Me2 Children's Group Work, supporting children aged 5-12 who have experienced domestic abuse. The Me2 Programme runs for 12 weeks and focuses on safety, healthy relationships, mental health and self-esteem.

Community groups

This funding is for groups for adults and children to recover from and better understand the impacts of domestic abuse on the whole family.

Core

Our core funds pay for our advice centre, our management and administration team and overheads to allow us to continue to deliver our services.

Coronavirus Emergency Funding

During the year, additional Covid emergency funding was secured. This funding has been crucial in allowing us to respond to the crisis and adapt to the new way of working, and it has also allowed us to invest in our IT infrastructure and increase our reserves to better reflect our current running costs.

Counselling / Children's Counselling

This programme focuses on providing counselling and aftercare to survivors of domestic abuse who may be suffering mental health issues as a result of their experiences.

Floating support

We have four stand-alone properties for young women who are moving on from the Harmony Project, but who are struggling to secure social housing or who need to retain some support from our service. This project works with young women who resettle in their own tenancies in the local area.

Freedom project

The Freedom Programme is a series of twelve weekly workshops focusing on tactics used by an abusive person. The programme is designed to help women to identify abusive relationships.

16. Movements in funds (continued)

Purposes of restricted funds (continued)

Grants to service users

We secure funding from bodies such as the Buttle Trust, Rotary Clubs and others specifically to support individuals and families in need as a result of their abuse.

Harmony

The Harmony Project is a specialist domestic abuse refuge and targeted support service for young women aged 16-24 and their children. This UK-wide project works with young women who are escaping abuse, have poor emotional health and well-being and are struggling to successfully parent their children.

Online advertising Dales

Specific funding to allow us to increase our profile in the Derbyshire Dales area, at a time when the pandemic prevented us from doing face-to-face awareness raising.

Outreach

This programme works with women and men who need support to leave an abusive relationship or who need help recovering from their experiences. The programme provides support and advice around safety, housing, health and wellbeing. We also support children living in the community who are living with and recovering from domestic abuse. Our team support children living in their own homes and also those living in refuge properties in the Derbyshire Dales.

People carrier

This funding was provided to purchase a people carrier. Depreciation is charged to the restricted fund each year.

School uniform fund

We raise funds each year to make sure that no child has to start a new school with inappropriate uniform.

Security items

Funding to provide cameras, lock changes, window locks etc.

Harmony children's worker

Specific funding for an additional post to support children living in our accommodation, both in the Harmony Project refuge and in our dispersed properties.

Purposes of designated funds

Fixed asset fund

The net book value of any assets purchased with restricted funds are held in this designated fund. Depreciation on the assets is charged to the fund each year.

Contingency reserve fund

This figure represents the winding up costs of the charity including all redundancy and notice pay and all contractual obligations such as rent, IT and phone contracts and termination fees.

Transfers between funds

The transfer out of the Harmony Project relates to a donation from the People’s Postcode Trust. They informed all donors that any restricted income could be released to unrestricted funds at the outset of the Covid-19 pandemic to best meet emerging needs.

16. Movements in funds (continued)
Restated prior period comparative

	At 1 April 2019 £	Income £	Expenditure £	Transfers between funds £	**At 31 March 2020 £**
Restricted funds					
Activities	-	525	-	-	**525**
ABC Project	5,841	8,731	(14,572)	-	**-**
Adult outreach	138	11,000	(8,231)	-	**2,907**
Children's equipment	1,088	2,000	(2,637)	-	**451**
Children's groups	8,249	40,089	(39,855)	-	**8,483**
Children's outreach	-	4,593	(4,409)	-	**184**
Core	9,585	33,732	(25,821)	-	**17,496**
Counselling	4,802	28,853	(16,397)	-	**17,258**
Children's Counselling	-	8,545	(1,942)	-	**6,603**
Floating support	13,318	45,441	(27,672)	-	**31,087**
Freedom project	1,935	24,870	(22,107)	-	**4,698**
Grants to service users	4,048	3,136	(7,056)	-	**128**
Harmony	39,612	132,927	(139,959)	-	**32,580**
Harmony move in move on	-	121	-	-	**121**
Me2 programme	1,229	349	-	-	**1,578**
MHCLG Outreach	10,270	41,080	(24,546)	-	**26,804**
People carrier	3,814	2,000	(2,575)	-	**3,239**
School Uniform Fund	280	2,100	(1,053)	-	**1,327**
WAGS	44,980	37,970	(57,897)	-	**25,053**
Community groups	8,128	-	(3,937)	-	**4,191**
Harmony children's worker	4,127	4,362	(4,920)	-	**3,569**
Harmony refurbishment	-	11,213	(11,213)	-	**-**
Total restricted funds	161,444	443,637	(416,799)	-	**188,282**
Unrestricted funds					
Designated funds:					
Fixed asset fund	133,928	-	(32,067)	-	**101,861**
Total designated funds	133,928	-	(32,067)	-	**101,861**
General funds	142,876	240,490	(254,122)	-	**129,244**
Total unrestricted funds	276,804	240,490	(286,189)	-	**231,105**
Total funds	438,248	684,127	(702,988)	-	**419,387**

17. Operating lease commitments

The charity had operating leases at the year end with total future minimum lease payments as follows:

	2021	2020
	£	£
Amount falling due:		
Within 1 year	**23,902**	12,514
Within 1 - 5 years	**21,567**	30,004
	45,469	42,518

18. Related party transactions

There were no related party transactions during the current or prior period.

19. Prior period restatement

The following changes have been made to restate the prior year figures. These changes have been made to include omitted debtor and creditor balances, and to correct classification errors identified in income and expenditure.

Income from donations	Restricted	Unrestricted	**2020**
	£	£	**£**
Total donations income per original accounts	532,976	50,214	**583,190**
Reclassification of NCHA grant income as unrestricted contract income	(116,000)	-	**(116,000)**
Reclassification of grant income previously treated as unrestricted income	26,661	(26,661)	**-**
Reclassification of fundraising income as income from donations rather than income from charitable activities	-	9,609	**9,609**
Total donations income after restatement	443,637	33,162	**476,799**

Income from charitable activities	Restricted	Unrestricted	**2020**
	£	£	**£**
Total charitable activities income per original accounts	-	96,899	**96,899**
Reclassification of NCHA grant income as unrestricted contract income	-	116,000	**116,000**
Reclassification of fundraising income as income from donations rather than income from charitable activities	-	(9,609)	**(9,609)**
Additional accrued housing benefit	-	2,492	**2,492**
Rounding error	-	1	**1**
Total charitable activities income after restatement	-	205,783	**205,783**

19. Prior period restatement (continued)

Expenditure on charitable activities	Restricted £	Unrestricted £	**2020 £**
Total expenditure on charitable activities per original accounts	543,364	122,695	**666,059**
Restatement to include 2020 prepaid expenses	-	(4,395)	**(4,395)**
Restatement to include 2020 accruals	-	11,838	**11,838**
Reclassification of NCHA grant expenditure as unrestricted expenditure	(116,000)	116,000	**-**
Correction of designated fund transfers	(32,067)	32,067	**-**
Correction of restricted fund balances	21,501	(21,501)	**-**
Rounding error	1	-	**1**
Total expenditure on charitable activities after restatement	416,799	256,704	**673,503**

Debtors	**2020 £**
Total debtor balance per original accounts	**-**
Restatement to include 2020 prepayments	**4,395**
Restatement to include 2020 accrued income	**2,492**
Total debtor balance after restatement	**6,887**

Bank	**2020 £**
Total bank balance per original accounts	**327,936**
Opening balance journal to correct rounding error	**(3)**
Total bank balance after restatement	**327,933**

Creditors	**2020 £**
Total creditor balance per original accounts	**6,886**
Restatement to include 2020 accruals	**11,838**
Total creditor balance after restatement	**18,724**

Staff costs	**2020 £**
Total staff costs per original accounts	**500,284**
Restatement to include 2020 holiday accrual	**10,397**
Total staff costs after restatement	**510,681**