

# Impact Report

2023 / 2024



## 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

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

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

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**103** young people accessed the Making Positive Choices project

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**319** adults were supported in the community

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**24** adults accessed our Stalking Advocacy service

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## **Our Objectives**

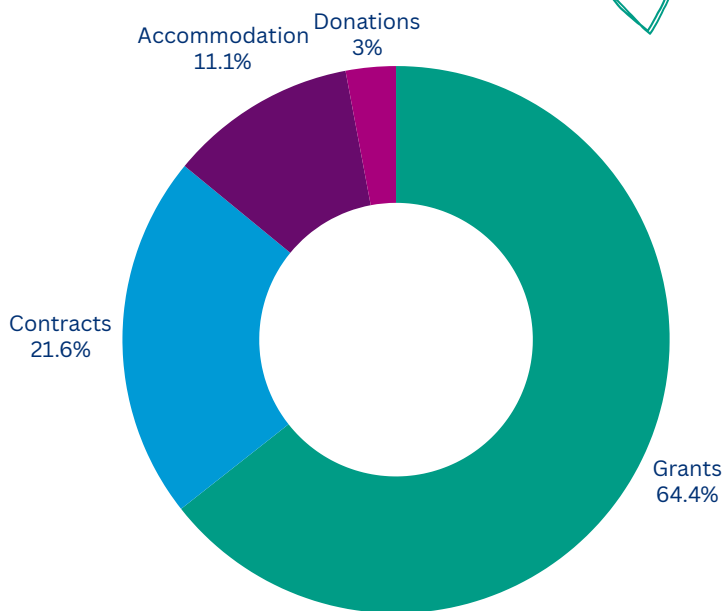
**Sustainability** – We are pleased to have sustained an income of over £1 million for the 4th consecutive year. This follows a period of rapid growth and the trustees are confident this position can now be maintained.

**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.

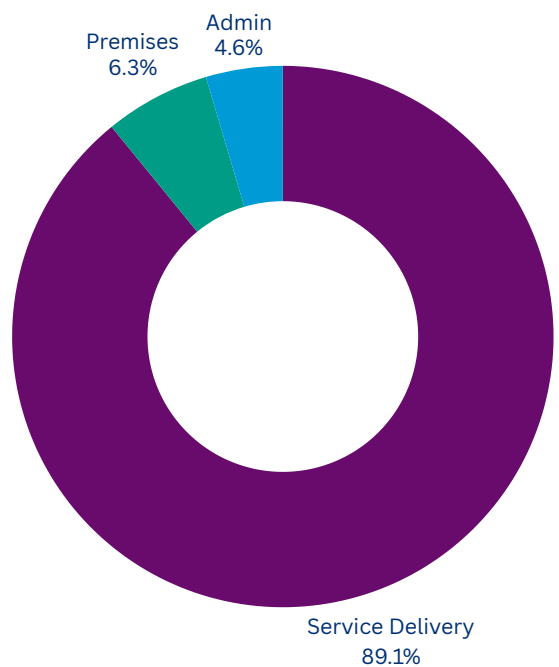
## FUNDS RAISED

**£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



Garfield Weston  
FOUNDATION



Foundation  
Derbyshire

FLAIR  
RUGS

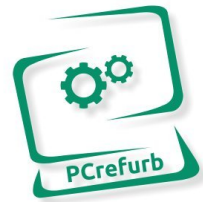
pilotlight  
Do more for your world



High Peak Borough Council



LOTTERY FUNDED



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



[www.crossroadsderbyshire.org](http://www.crossroadsderbyshire.org)



[admin@crossroadsderbyshire.org](mailto:admin@crossroadsderbyshire.org)



01457 856675

Registered Charity: 1134679



women's aid

national quality  
standard

2023-2026

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

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<b>Company number</b>	07164749	
<b>Charity number</b>	1134679	
<b>Registered office and operational address</b>	2a Victoria Street Glossop Derbyshire SK13 8AB	
<b>Trustees</b>	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 Meera Senior Michelle Simpson	
		appointed 9 October 2023 resigned 11 March 2024
<b>Chief executive officer</b>	Vicky Bunnage	
<b>Secretary</b>	Vicky Bunnage	
<b>Bankers</b>	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 2024**

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**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 2024**

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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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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##### **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;

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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- 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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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**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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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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.

## Crossroads Derbyshire Ltd

### Report of the trustees

#### For the year ended 31 March 2024

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##### 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 resettlement 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.

## Crossroads Derbyshire Ltd

### Report of the trustees

#### For the year ended 31 March 2024

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#### **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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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#### **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.

## Crossroads Derbyshire Ltd

### Report of the trustees

#### For the year ended 31 March 2024

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##### 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.

## Crossroads Derbyshire Ltd

### Report of the trustees

#### For the year ended 31 March 2024

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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

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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##### **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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

#### **For the year ended 31 March 2024**

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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**

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#### **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.

## **Independent auditors' report**

### **To the members of**

#### **Crossroads Derbyshire Ltd**

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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**

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#### **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**

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

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

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 £
<b>Cash used in operating activities:</b>		
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)
<b>Net cash provided by / (used in) operating activities</b>	<b>146,565</b>	<b>(186,740)</b>
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	(6,160)	-
Dividends, interest and rents from investments	11,258	4,278
<b>Net cash provided by investing activities</b>	<b>5,098</b>	<b>4,278</b>
<b>Increase / (decrease) in cash and cash equivalents in the year</b>	<b>151,663</b>	<b>(182,462)</b>
Cash and cash equivalents at the beginning of the year	451,427	633,889
<b>Cash and cash equivalents at the end of the year</b>	<b>603,090</b>	<b>451,427</b>
<b>Cash reconciliation</b>		
Cash at bank and in hand	513,441	364,818
Current asset investments	89,649	86,609
	<b>603,090</b>	<b>451,427</b>

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 2024

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#### 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.

## Crossroads Derbyshire Ltd

### Notes to the financial statements

For the year ended 31 March 2024

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#### 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.

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2024

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

**Crossroads Derbyshire Ltd**

**Notes to the financial statements**

**For the year ended 31 March 2024**

**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
<b>Total income from donations</b>	<b>769,502</b>	<b>108,518</b>	<b>878,020</b>

**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
<b>Total income from donations</b>	<b>579,788</b>	<b>130,497</b>	<b>710,285</b>

**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
	<b>764,357</b>	<b>87,606</b>	<b>851,963</b>

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2024

#### 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
	<u>576,928</u>	<u>112,930</u>	<u>689,858</u>

#### 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	-
<b>Total income from charitable activities</b>	<b><u>427,082</u></b>	<b><u>387,344</u></b>

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.

# Crossroads Derbyshire Ltd

## Notes to the financial statements

For the year ended 31 March 2024

### 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
<b>Sub-total</b>	47,546	1,031,931	91,727	1,171,204
Allocation of support and governance costs	4,726	87,001	(91,727)	-
<b>Total expenditure</b>	<b>52,272</b>	<b>1,118,932</b>	<b>-</b>	<b>1,171,204</b>

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).

**Crossroads Derbyshire Ltd**

**Notes to the financial statements**

**For the year ended 31 March 2024**

**7. Total expenditure**

<b>Prior period comparative</b>	<b>Raising funds</b>	<b>Charitable activities</b>	<b>Support and governance costs</b>	<b>2023 Total</b>
	£	£	£	£
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
<b>Sub-total</b>	<b>44,352</b>	<b>1,071,596</b>	<b>141,352</b>	<b>1,257,300</b>
Allocation of support and governance costs	7,262	134,090	(141,352)	-
<b>Total expenditure</b>	<b>51,614</b>	<b>1,205,686</b>	<b>-</b>	<b>1,257,300</b>

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2024

#### 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 No.	2023 No.
Average head count	35	34

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2024

#### 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 £
<b>Cost</b>				
At 1 April 2023	146,135	14,640	7,000	<b>167,775</b>
Additions	-	6,160	-	<b>6,160</b>
Disposals in year	<u>(146,135)</u>	<u>(14,640)</u>	<u>-</u>	<u><b>(160,775)</b></u>
At 31 March 2024	<u>-</u>	<u>6,160</u>	<u>7,000</u>	<u><b>13,160</b></u>
<b>Depreciation</b>				
At 1 April 2023	145,720	14,397	7,000	<b>167,117</b>
Charge for the year	415	1,475	-	<b>1,890</b>
On disposals	<u>(146,135)</u>	<u>(14,640)</u>	<u>-</u>	<u><b>(160,775)</b></u>
At 31 March 2024	<u>-</u>	<u>1,232</u>	<u>7,000</u>	<u><b>8,232</b></u>
<b>Net book value</b>				
<b>At 31 March 2024</b>	<u><b>-</b></u>	<u><b>4,928</b></u>	<u><b>-</b></u>	<u><b>4,928</b></u>
At 31 March 2023	<u>415</u>	<u>243</u>	<u>-</u>	<u>658</u>

#### 13. Debtors

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

Crossroads Derbyshire Ltd

Notes to the financial statements

For the year ended 31 March 2024

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
	<b>47,132</b>	<b>67,221</b>

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)
<b>Net assets at 31 March 2024</b>	<b>162,901</b>	<b>4,928</b>	<b>439,588</b>	<b>607,417</b>

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)
<b>Net assets at 31 March 2023</b>	<b>77,280</b>	<b>260,658</b>	<b>124,323</b>	<b>462,261</b>

Crossroads Derbyshire Ltd

Notes to the financial statements

For the year ended 31 March 2024

16. Movements in funds

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

**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.

## **Crossroads Derbyshire Ltd**

### **Notes to the financial statements**

#### **For the year ended 31 March 2024**

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#### **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.

# Crossroads Derbyshire Ltd

## Notes to the financial statements

### For the year ended 31 March 2024

#### 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 £
<b>Restricted funds</b>					
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
<b>Total restricted funds</b>	<b>137,178</b>	<b>579,788</b>	<b>(650,960)</b>	<b>11,274</b>	<b>77,280</b>
<b>Unrestricted funds</b>					
<i>Designated funds:</i>					
Fixed asset fund	34,869	-	(34,211)	-	658
Contingency reserve fund	226,000	-	-	34,000	260,000
<i>Total designated funds</i>	<i>260,869</i>	<i>-</i>	<i>(34,211)</i>	<i>34,000</i>	<i>260,658</i>
General funds	219,607	522,119	(572,129)	(45,274)	124,323
<b>Total unrestricted funds</b>	<b>480,476</b>	<b>522,119</b>	<b>(606,340)</b>	<b>(11,274)</b>	<b>384,981</b>
<b>Total funds</b>	<b>617,654</b>	<b>1,101,907</b>	<b>(1,257,300)</b>	<b>-</b>	<b>462,261</b>

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2024

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##### 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	<u>153</u>	<u>154</u>
	<u><u>72,687</u></u>	<u><u>10,886</u></u>

##### 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.