

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

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**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

<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
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HSBC 5 Great Underbank Stockport Cheshire SK1 1LH	Vernon Building Society 19 St Petersgate Stockport Cheshire SK1 1HF
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Mansfield Building Society Regent House Regent Street Mansfield Nottinghamshire NG18 1SS	Nationwide Building Society Kings Park Road Moulton Park Northampton NN3 6NW
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<b>Bankers (continued)</b>	Insignis Asset Management Limited St John's Innovation Centre Cowley Road Cambridge CB4 0WS
<b>Solicitors</b>	Aspinall Wright 63-65 High Street West Glossop Derbyshire SK13 5AZ
<b>Auditors</b>	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**

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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.

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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 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;

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### **Report of the trustees**

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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 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.

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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, 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.

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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 Programme 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.

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**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 resettlement 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

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##### 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.

## Crossroads Derbyshire Ltd

### Report of the trustees

#### For the year ended 31 March 2025

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**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**

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##### **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.

## **Crossroads Derbyshire Ltd**

### **Report of the trustees**

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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.

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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**

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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**

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#### **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**

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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, 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**

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

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

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

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#### **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.

## Crossroads Derbyshire Ltd

### Notes to the financial statements

For the year ended 31 March 2025

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#### 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.

## **Crossroads Derbyshire Ltd**

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

**For the year ended 31 March 2025**

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#### **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).

**Crossroads Derbyshire Ltd**

**Notes to the financial statements**

**For the year ended 31 March 2025**

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

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

**3. Income from donations**

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

**Crossroads Derbyshire Ltd****Notes to the financial statements****For the year ended 31 March 2025****4. Grant income**

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

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

## Crossroads Derbyshire Ltd

### Notes to the financial statements

For the year ended 31 March 2025

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#### 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
	<hr/>	<hr/>
<b>Total income from charitable activities</b>	<b>596,546</b>	<b>427,082</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 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.

## Crossroads Derbyshire Ltd

### Notes to the financial statements

For the year ended 31 March 2025

#### 7. Total expenditure

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

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).

**Crossroads Derbyshire Ltd****Notes to the financial statements****For the year ended 31 March 2025****7. Total expenditure (continued)**

<b>Prior period comparative</b>	<b>Raising funds £</b>	<b>Charitable activities £</b>	<b>Support and governance costs £</b>	<b>2024 Total £</b>
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

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2025

#### 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 No.	2024 No.
Average head count	37	35

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2025

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#### 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 2024	-	6,160	7,000	<b>13,160</b>
Additions	23,500	-	8,599	<b>32,099</b>
Disposals in year	-	-	(7,000)	<b>(7,000)</b>
	<u>23,500</u>	<u>6,160</u>	<u>8,599</u>	<u><b>38,259</b></u>
At 31 March 2025				
<b>Depreciation</b>				
At 1 April 2024	-	1,232	7,000	<b>8,232</b>
Charge for the year	783	1,232	143	<b>2,158</b>
On disposals	-	-	(7,000)	<b>(7,000)</b>
	<u>783</u>	<u>2,464</u>	<u>143</u>	<u><b>3,390</b></u>
At 31 March 2025				
<b>Net book value</b>				
At 31 March 2025	<u><b>22,717</b></u>	<u><b>3,696</b></u>	<u><b>8,456</b></u>	<u><b>34,869</b></u>
At 31 March 2024	<u>-</u>	<u>4,928</u>	<u>-</u>	<u>4,928</u>

#### 13. Debtors

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

**Crossroads Derbyshire Ltd**

**Notes to the financial statements**

**For the year ended 31 March 2025**

**14. Creditors: amounts due within 1 year**

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

**15. Analysis of net assets between funds**

	Restricted funds £	Designated funds £	General funds £	<b>Total funds £</b>
Tangible fixed assets	-	34,869	-	<b>34,869</b>
Non-current asset investments	-	-	85,000	<b>85,000</b>
Current assets	71,804	-	437,838	<b>509,642</b>
Current liabilities	<u>(1,625)</u>	<u>-</u>	<u>(34,620)</u>	<b><u>(36,245)</u></b>
<b>Net assets at 31 March 2025</b>	<b><u>70,179</u></b>	<b><u>34,869</u></b>	<b><u>488,218</u></b>	<b><u>593,266</u></b>
<b>Prior period comparative</b>	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	<u>(2,627)</u>	<u>-</u>	<u>(44,505)</u>	<u>(47,132)</u>
<b>Net assets at 31 March 2024</b>	<b><u>162,901</u></b>	<b><u>4,928</u></b>	<b><u>439,588</u></b>	<b><u>607,417</u></b>

# Crossroads Derbyshire Ltd

## Notes to the financial statements

For the year ended 31 March 2025

### 16. Movements in funds

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

## **Crossroads Derbyshire Ltd**

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

**For the year ended 31 March 2025**

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#### **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 resettlement 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.

## **Crossroads Derbyshire Ltd**

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

**For the year ended 31 March 2025**

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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. 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.

**Crossroads Derbyshire Ltd**

**Notes to the financial statements**

**For the year ended 31 March 2025**

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

**Prior period comparative**

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
<b>Restricted funds</b>					
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
<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	4,928
Contingency reserve fund	260,000	-	-	(260,000)	-
<i>Total designated funds</i>	<i>260,658</i>	<i>-</i>	<i>(1,890)</i>	<i>(253,840)</i>	<i>4,928</i>
General funds	124,323	546,858	(491,593)	260,000	439,588
<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>

## Crossroads Derbyshire Ltd

### Notes to the financial statements

#### For the year ended 31 March 2025

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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:

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

##### 18. Related party transactions

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