

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

England & Wales · Charity number 1136677

## Details

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Other names	HEREFORDSHIRE RAPE AND SEXUAL ABUSE SUPPORT CENTRE, WORCESTERSHIRE RAPE AND SEXUAL ABUSE SUPPORT CENTRE, WRSASC
Status	Registered
Legal form	Charitable company
Company number	<a href="#">07083844</a>
Registered	2010-07-01
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Wmrsasc PO Box 240 Worcester WR1 2LF
Phone	01905611655
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Website	<a href="http://www.wmrsasc.org.uk">www.wmrsasc.org.uk</a>

## Activities

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**Objects:** TO RELIEVE SICKNESS AND DISTRESS BY PROVIDING SPECIALIST SUPPORT SERVICES AND INTERVENTIONS FOR SURVIVORS OF ALL FORMS OF SEXUAL VIOLENCE, HARM, EXPLOITATION AND ABUSE, WITH SUPPORT EXTENDED TO THEIR FAMILIES. OUR SERVICES INCLUDE THE PROVISION OF PREVENTATIVE WORK, EDUCATION AND TRAINING FOR GROUPS AND INDIVIDUALS.

**Activities:** A free, confidential, non-judgemental support service for anyone who has experienced any form of rape or sexual abuse at any time in their lives. We currently provide face to face counselling, an ISVA service and advice and support for partners/supporters of survivors. We also provide a range of Professional Development Training for both agencies and individuals.

## Classification

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

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL
- Herefordshire
- Worcestershire

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,443,391	£3,468,274	£1,588,788	95
2024-03-31	£3,379,978	£3,487,398	£1,613,671	94
2023-03-31	£3,330,951	£3,423,276	£1,721,091	91
2022-03-31	£3,694,190	£2,975,380	£1,813,416	76
2021-03-31	£2,564,724	£2,385,801	£1,094,606	62

## Trustees

Name	Role	Appointed
ELIZABETH NEEDHAM		
Imogen Joy Shields		2024-07-08
Joyce Griffiths		2014-01-27
Lauren Nash		2023-10-25
Melissa Blewitt		2024-04-01
Paul Dawson		2026-05-01
Veena Allison		2024-11-20

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

England & Wales - Charity number 1136677

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# Accounts

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**West Mercia**  
**Rape & Sexual Abuse**  
Support Centre



**Trustees' Annual Report &  
Financial Statements**  
Year ended 31st March 2025



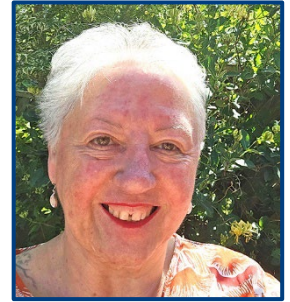


<b>Message from the Chair</b>	<b>1</b>
<b>Introduction from the CEO</b>	<b>2</b>
<b>Trustees' Report (Including Director's Report)</b>	<b>3</b>
<b>Objects &amp; Activities</b>	<b>5</b>
<b>Our History</b>	<b>6</b>
<b>Organisational Values</b>	<b>7</b>
<b>Organisational Tree</b>	<b>8</b>
<b>Our Impact...at a glance</b>	<b>9</b>
<b>Early Intervention &amp; Prevention Services</b>	<b>10</b>
<b>Cope &amp; Recover</b>	<b>15</b>
<b>Advocacy</b>	<b>16</b>
<b>Counselling</b>	<b>21</b>
<b>Pathfinder</b>	<b>26</b>
<b>Consultative Services</b>	<b>29</b>
<b>Future Plans</b>	<b>31</b>
<b>Our Impact</b>	<b>32</b>
<b>Financial Review</b>	<b>35</b>
<b>Structure, Governance &amp; Management</b>	<b>37</b>
<b>Responsibilities Of The Trustees</b>	<b>39</b>
<b>Independent Auditor's Report</b>	<b>40</b>
<b>Statement of Financial Activities</b>	<b>44</b>
<b>Balance Sheet</b>	<b>46</b>
<b>Statement Of Cashflows</b>	<b>47</b>
<b>Notes To The Financial Statements</b>	<b>48</b>

# Message from the Chair



Over the last nine years, aside from family birthdays, I've come to recognise three key times in my calendar: Christmas, my self-assessment tax return, and writing this message. There is a pattern and consistency to all of them, including a sense of hope for the future, even at the bleakest of moments. Looking ahead, WMRSASC will be celebrating its 40th anniversary in 2026, an incredible milestone that reflects decades of commitment to supporting survivors of sexual violence in our region. The organisation's growth is a testament to the vision of our leadership and the dedication of staff and volunteers who work tirelessly to make a positive difference in the world.



As an older person I've been fortunate to live through relatively settled times, where our environment was progressively healed and diversity of all species a recognisable sign of healthy stewardship. Diversity is something we take seriously in WMRSASC, and our services are constantly evolving to ensure we deliver what our clients need, as best we can within the funding constraints we face.

From a governance perspective, it has been a real pleasure to welcome new recruits to the Board, bringing a wider range of expertise and opinions to continue guiding us forward. You may not be aware that we undertake a regular skills audit of Trustees, so that when we advertise a vacancy, we can choose the best candidate to fill any knowledge gaps.

As a charity we remain underfunded and the team overworked, true of many third-sector organisations throughout the country. It is a fact that our client numbers continue to increase and demand always outstrips supply. The statistics you see in this report serve, in part, to feed the creative process within the team, who often suggest new or different ways that we might adjust our service offering, or way of working. Again, this reflects why we hold everyone in such high regard, and why we feel a deep loss on the rare occasion that somebody leaves. For example, this year saw the allocation of one piece of local funding to a national group, which led to us losing some of our highly specialised staff.

Even though it saddens me that our services are still needed after 40 years, I think the only thing we can say for sure is that the world is going through a profound period of change, and each of us must decide how we choose to face it.

From my long and humbling experience with WMRSASC I know the team will always bring their 'A' game to the work, whatever their job description. You may not recognise them on the street, these superheroes, but they have our backs, and I'm honoured to stand with them in service to our courageous clients.

*Joy Griffiths*

# Introduction from the CEO



Every year, when I sit down to write the introduction to the annual report, I wonder what to focus on – there are so many options. There are increasing referrals, the challenges within the criminal justice system with some clients waiting for up to eight years for a case to come to court, the endless search for funding to continue to provide services and the brilliance of our staff and volunteer teams who, despite a cost-of-living crisis, stick with us because they believe in what we do and want to support clients.



Most funders have a requirement for monitoring and evaluating the work that has been done in the previous year - we record demographics, new referrals, outcomes, etc., but they are all very short-term focused reports that represent a snapshot in time. What we miss, in my view, is the longevity of the difference that we, as a service and as individuals, make to survivors both in the immediacy of their support but also in the years to come - it is these differences that we rarely ever get to hear about.

Clients move on, we hope to better and brighter futures, healing from the abusive experiences and recognising that the abuse does not define them. Most want to put the past behind them and move on. But sometimes they do get back in touch. This year, I have been in contact with three ex-clients that I worked with 10 to 15 years ago. It has been a privilege to hear how they are, what has happened to them, whether this has been good or bad. A key element of support is around the relationship that you form with the client, the trust that they place in you at what is always a difficult and most often traumatic time for them, regardless of whether the abuse happened to them recently or years ago. For someone to feel able to get in touch and ask for support or advice after that length of time is, I think, both touching and humbling.

It also serves as a reminder of why we keep doing this work. It is not just a job, it is about passion to make a difference; to offer support, it is a purpose that our team believes in. Knowing the impact, support, and care that our team provides, I put out a call to our staff team for similar experiences - there are many. One ISVA has a dissertation dedicated to her for her help and support, another has had life updates; college, marriage and now the birth of a child. One stated that we provided the best counselling he has had in 25 years of seeking support, another has had the confidence to travel abroad for the first time, first-class honours degrees, successful criminal injuries claims, no longer self-injuring. The list of good news stories goes on and on. We have a range of paramedics, social workers, police officers, teachers, cabin crew, GPs, mothers, and fathers, and some have come to work for us. We save lives, we help build lives - it is quite the legacy and an honour.

As we approach our 40<sup>th</sup> Anniversary in 2026, these stories remind us of the incredible journey we have been on and the lives we have touched. Our commitment to making a difference remains unwavering. In 2026, we plan to mark this milestone. While we may not have the funding to launch new initiatives at this time, we remain dedicated to our mission and will continue to seek opportunities to enhance our services and expand our reach. Our goal is to build on our legacy, ensuring that we remain a source of hope and support for those in need.

*Jocelyn Anderson*

# Trustees' Report (Including Director's Report)



The Trustees present their report and accounts for the year ended 31 March 2025. The Trustees' Report satisfies the requirements of a directors' report as required by Company Law.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the charitable company's governing documents, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

## Reference and administration

Company Name	West Mercia Rape and Sexual Abuse Support Centre (WMRSASC)
Charity Number	1136677
Company Number	07083844
Principal Office	PO Box 240, Worcester, WR1 2LF
Registered Office	Granta Lodge, 71 Graham Road, Malvern, WR14 2JS

## Trustees

The directors of the charitable company are also its trustees for the purpose of charity law. The trustees who have served during the year and since the year end were as follows:

J Griffiths (Chair)	E Needham (Treasurer)
C Hughes	D Johal
A Khan	S Patterson (resigned 30.04.24)
L Nash	M Blewitt (appointed 01.04.24)
I Shields (appointed 08.07.24)	V Allison (appointed 20.11.24)

## Trustee Changes

As part of our ongoing commitment to strong governance and transparency, we acknowledge the resignation of Sian Patterson, who stepped down in April 2024. We thank her for her contributions and dedication during her time on the Board of Trustees.

We also recognise the upcoming resignation of Alison Khan, who will step down at the conclusion of the 2025 AGM. We extend our sincere gratitude for her valuable contributions and dedication during her tenure on the Board.

We warmly welcome; Veena Allison, Melissa Blewitt and Imogen Shields, who joined the Board during the year. Their expertise and commitment strengthen our governance and support WMRSASC's mission.

**Key Management Personnel**

Chief Executive	J Anderson
Head of Business and Compliance	D Griffiths
Head of Service Delivery	K Best (resigned 31.03.25)
	B McCarthy (appointed 01.05.25)
Head of Finance	K Merrick

**Professional Advisors**

Auditor	Thomas & Young Limited, Carleton House 266-268 Stratford Road, Shirley, B90 3AD
Bankers	Lloyds Bank plc, 4 The Cross, Worcester, WR1 3PY

# Objects & Activities



WMRSASC's charitable objects are:

***"To relieve sickness and distress by providing specialist support services and interventions for survivors of all forms of sexual violence, harm, exploitation and abuse, with support extended to their families. Our services include the provision of preventative work, education and training for groups and individuals".***

Summary of main activities that WMRSASC provides:

We provide a free, confidential, non-judgemental specialist support service for anyone who has experienced any form of rape or sexual abuse, violence, harassment, or exploitation at any time in their lives.

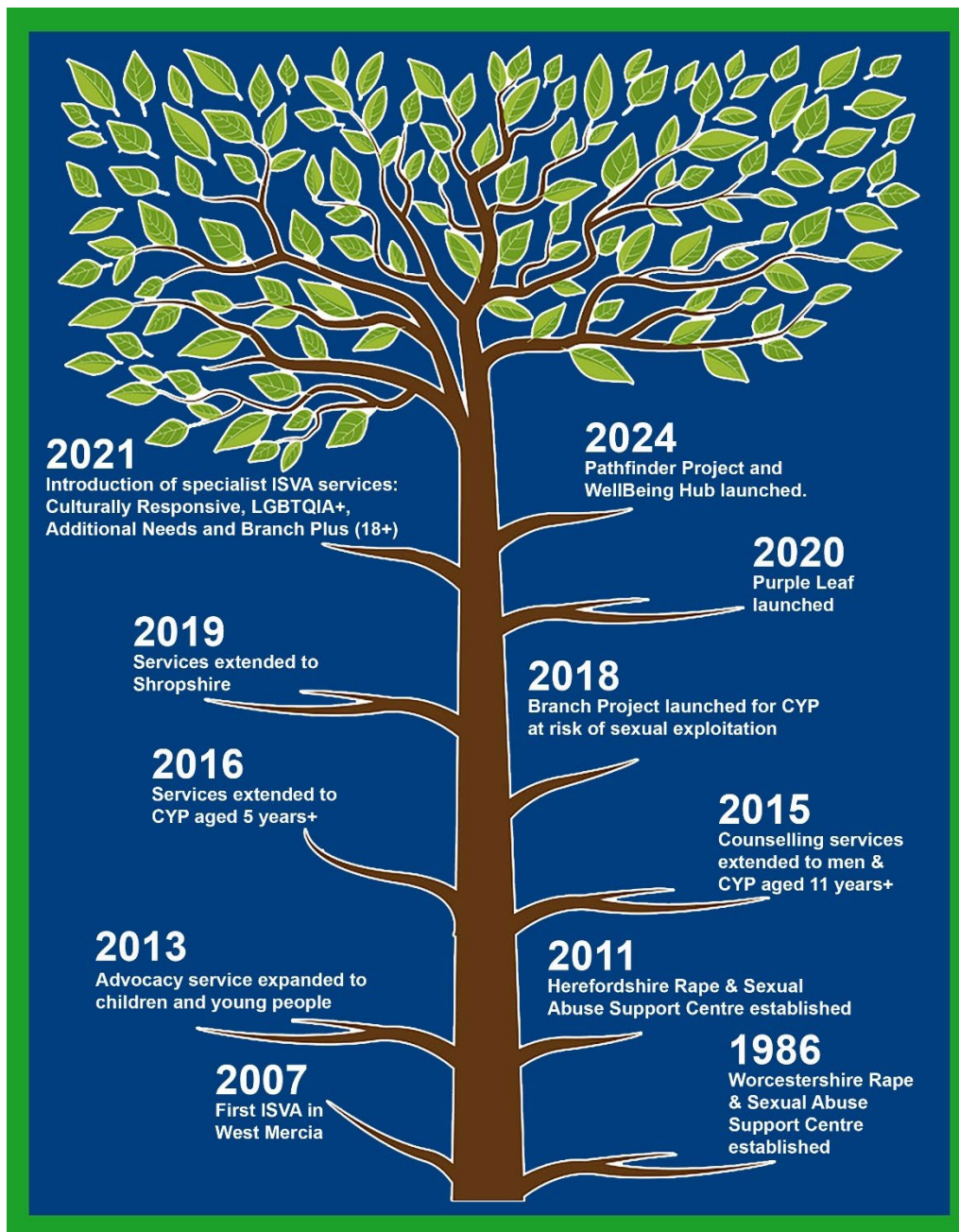
Our work is delivered across three strategic areas:

- **Early Intervention and Prevention**  
Offering assessments, targeted interventions, and psychosocial education to individuals and groups. This includes awareness-raising sessions designed to prevent harm before it occurs.
- **Cope and Recover**  
Providing practical and emotional support to survivors and their supporters following a disclosure. This includes therapeutic counselling and advocacy services to aid recovery and navigate complex systems.
- **Consultative and Training Services**  
Supporting professionals and partner organisations through training and consultation to embed trauma-informed, survivor-centred approaches in their work.

# Our History



Founded in 1986, West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) began as a small, volunteer-led initiative. Over nearly four decades, it has grown into a trusted regional and national provider of specialist advocacy, counselling, prevention, and training services across Worcestershire, Herefordshire, and Shropshire.



As WMRSASC approaches its 40th anniversary in 2026, we remain deeply committed to evolving our services and widening our impact; always guided by the courage, resilience, and voices of the survivors we support. This milestone is not only a marking of our organisation's legacy, but a tribute to the individuals and families who have trusted us with their stories, their healing, and their hope.



## Integrity

We are ethical and respectful at all times, inspiring trust from our clients and each other, consistently delivering our commitments by standing our ground and challenging inappropriate behaviour and injustice.



## Empowerment

We take responsibility for our own actions, supporting others to do the same by developing our own skills and abilities and fostering the same sense of self care and self-worth in our clients and each other.



## Accountability

We are accountable in our own decision-making processes for continual improvements in the services we offer. We collaborate with partners and listen to the voice of our service users to ensure that we offer the best service we can.



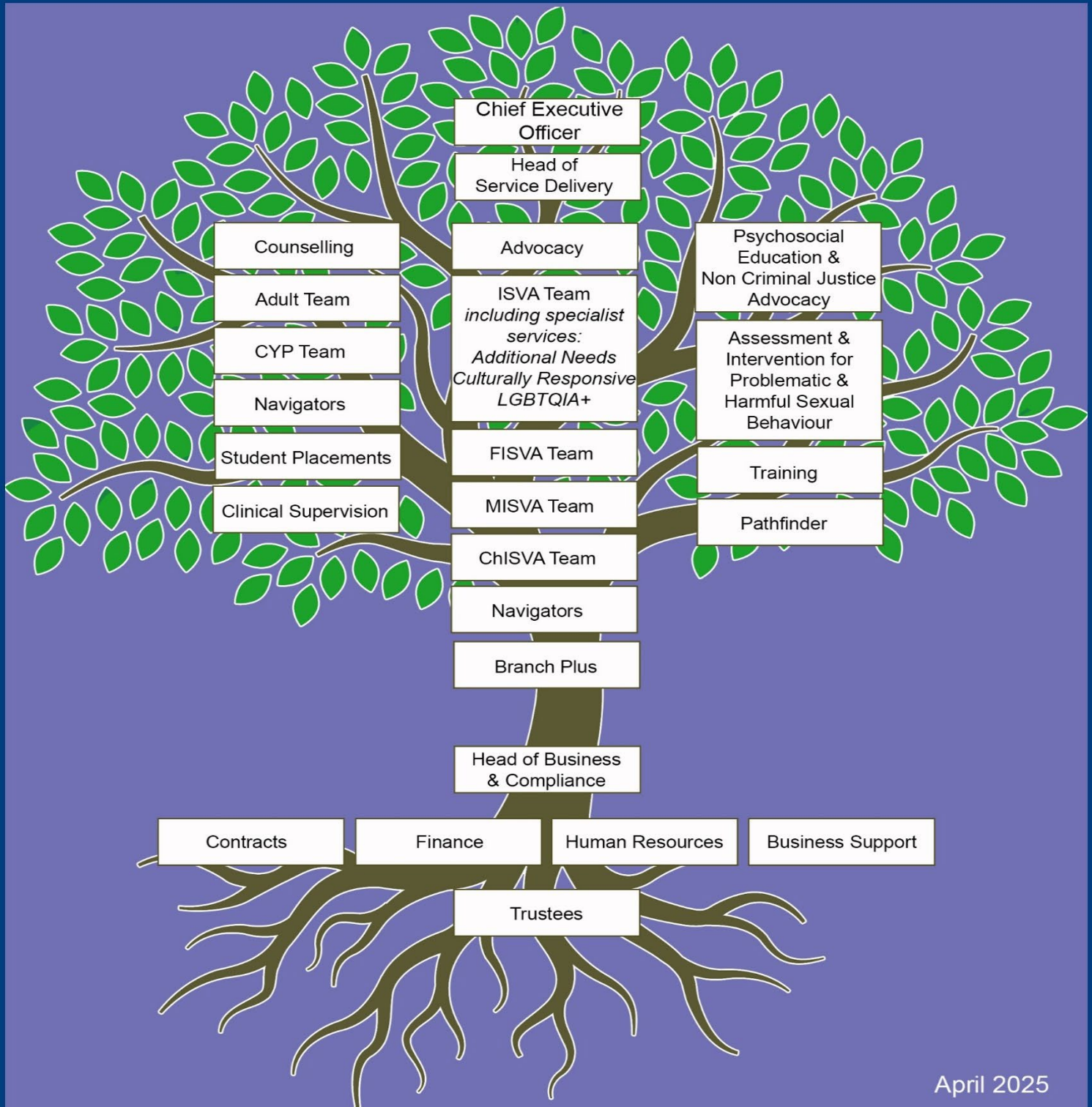
## Inclusivity

We welcome, value, and respect all people, providing non-judgemental, accessible spaces and striving to address barriers and challenge sources of oppression. We embrace flexibility and authenticity in how we deliver our services so that they can best meet the needs of our individual clients and staff, recognising the range of experiences they bring.

# Organisation Tree



Established in 1986, West Mercia Rape and Sexual Abuse Support Centre is a registered charity (1136677) providing specialist support, advocacy and training services. We currently have 91 employees, 7 volunteers, 1 sessional counsellor, 14 student counsellors and 9 trustees.



April 2025

# Our Impact...at a glance



In 2024-25, our teams made a difference to so many...



new referrals received  
across all services



clients supported  
across all services



of clients surveyed said they had  
an increased feeling of safety



of clients surveyed said they felt  
better informed and empowered to act



professionals trained on specialist  
Sexual Violence courses



school children attended education  
sessions alongside 228 teachers and  
75 parents and carers



Over the past year, the Early Intervention and Prevention (EIP) team has continued to respond to increasing demand from children, young people, and families across the region. A key development during this period was the integration of the Branch team into the Early Intervention structure in April 2024. This transition broadened the support pathways available and enabled more focused, coordinated delivery. Feedback from young people, families, and professionals has been consistently positive, particularly around the clearer structure and enhanced accessibility of support.

Referrals have increased compared to the previous year, with growth across both one-to-one and group work. In total, the team supported 958 young people through group sessions and provided one-to-one support to 210 individuals. In addition, awareness sessions were delivered to 228 teachers and 75 parents, reflecting our ongoing commitment to engaging the wider network of adults supporting young people. We also noted a rise in demand for smaller, more targeted groups, a trend that continues to inform how we shape our group interventions.

A particular strength this year has been our work with parents and carers. Workshops were offered to all families accessing EIP pathways, supporting them to explore their feelings around sexual harm, increase their understanding of sexual development, and build confidence in how to support their children. This strand of work continues to reinforce the importance of whole-family engagement in recovery and prevention.

Our support was delivered through five main pathways:

- Core Education Programme
- Technology-Assisted CSE (Child Sexual Exploitation)
- Dual Experience - children who have experienced some form of sexual harm but also displayed sexualised behaviour
- Branch Project
- Sexualised Behaviour (outside of PCC-funded activity)

Each pathway is regularly reviewed and refined to ensure it reflects emerging trends, feedback from young people and families, and current best practice in prevention and early intervention.

## **Safer Streets 5**

This year saw the successful completion of the Safer Streets 5 project, delivered in partnership with Axis, with a shared goal of reducing violence against women and girls (VAWG) through education, peer leadership, and community engagement. The project focused on equipping young people and community members with knowledge, tools, and confidence to challenge harmful attitudes and behaviours and become ambassadors for change.

We worked with 10 secondary schools across West Mercia, training 98 students to become Peer Ambassadors. These young people received at least 16 hours of structured education and support, exploring topics such as healthy relationships, gender identity, consent, misogyny, pornography, and the role of active bystanders.

The ambassadors went on to design and lead a range of impactful initiatives within their schools. These included lesson plans, quizzes, artwork, poetry, logos, and comic strips - all aimed at raising awareness and encouraging open, honest dialogue about issues that affect their peers. The success of this element lay not only in what was produced, but in the confidence and leadership shown by the young people involved.

### **Community Ambassadors**

In parallel, we delivered Community Ambassador training using a train-the-trainer approach to extend the project's reach beyond schools. These sessions equipped adult participants from local organisations and community groups with the tools and knowledge needed to:

- Understand the dynamics and impact of sexual violence,
- Act as effective bystanders, and
- Confidently signpost individuals to appropriate support.

Across Herefordshire, Worcestershire, Shropshire including Telford and Wrekin, we delivered 30 training sessions to a total of 255 community members, creating a local network of informed advocates committed to challenging harmful behaviours and supporting survivors. These Ambassadors now carry the learning into their own settings; from youth groups and faith communities to volunteer teams and grassroots organisations, ensuring the impact of Safer Streets 5 continues beyond the project's close.

### **Sexualised Behaviours**

Over the past year, WMRSASC has continued to deliver specialist assessments and interventions for children and young people (CYP) who display sexualised behaviours. This area of work remains critical in ensuring that those who present with inappropriate, problematic, or harmful behaviours are supported early and appropriately, not only to safeguard others, but to understand and address the underlying causes.

During this period, the team completed three AIM3 assessments, working in partnership with schools and other safeguarding professionals to ensure robust responses and informed action plans. In addition to this we provided 29 CYP and families with a specialist programme of intervention for those dual status children, who have experienced some form of sexual harm but also displayed sexualised behaviours.

In the last three years, we have seen an increase in referrals and enquiries for CYPs with additional vulnerabilities presenting with inappropriate or problematic sexualised behaviours. To address this service gap, we successfully secured funding from the Herefordshire Safer Communities Fund to deliver a 12-month project supporting these CYPs, their families, and the professionals working with them. This initiative enables early intervention to effectively address inappropriate or problematic behaviours. The focus is on providing support at the earliest opportunity to prevent escalation and reduce the need for more formal or statutory intervention.

By March 2025, we had successfully engaged 16 CYPs and their families in the service.

Beyond formal assessments, we also saw a continued rise in referrals and requests from education settings for advice, consultation, and support. Schools across West Mercia are increasingly recognising the importance of seeking expert guidance when navigating concerns around sexualised behaviour, particularly where children may be both exhibiting and experiencing harm.

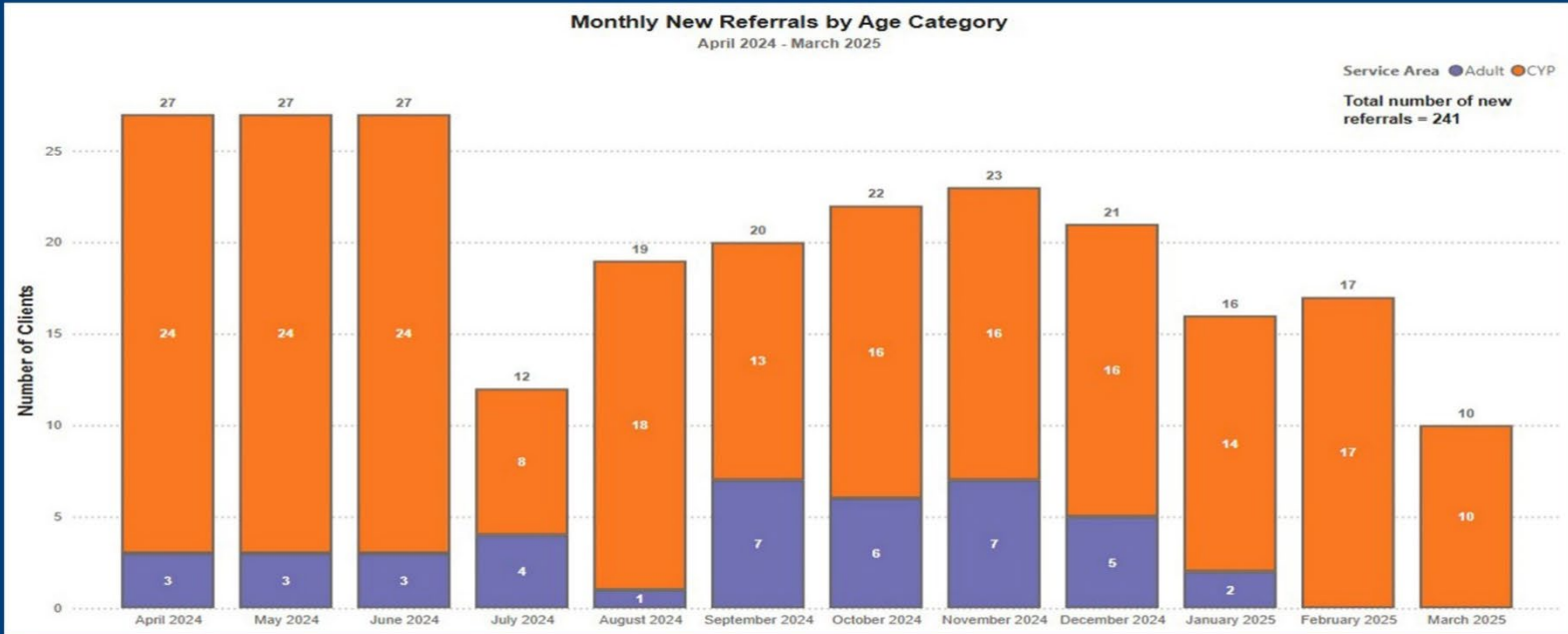
Our work in this area continues to highlight the complexity of cases and the need for nuanced, trauma-informed responses. Many of the young people we support have experienced adverse childhood experiences or trauma themselves, and our approach remains focused on education, boundaries, and emotional regulation rather than punishment or exclusion.

We remain committed to building professional confidence around this topic through training and consultation and will continue to advocate for clear, developmentally appropriate pathways to support children and young people whose behaviour may otherwise lead to misunderstanding or criminalisation.

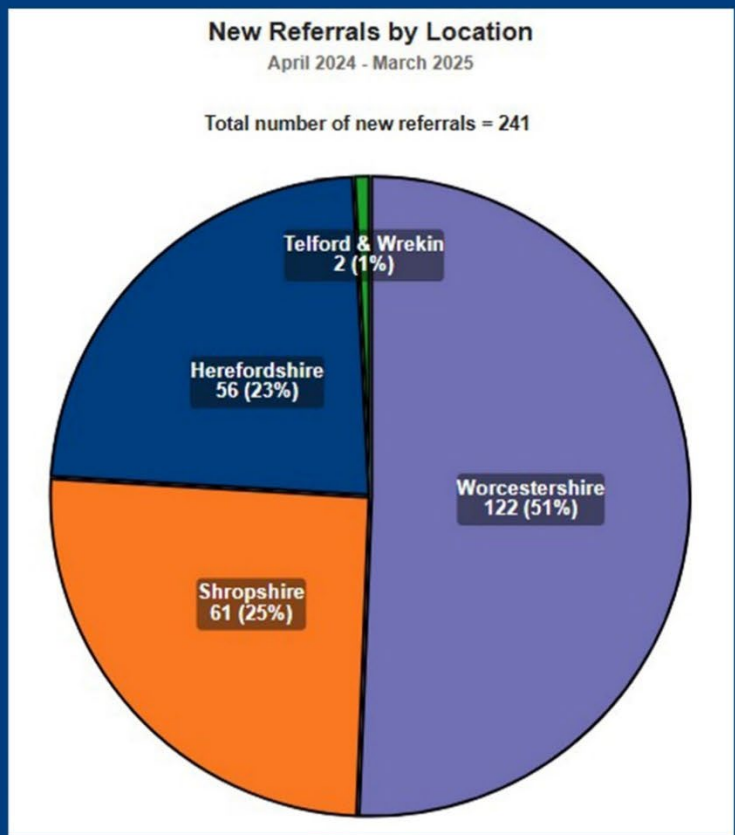
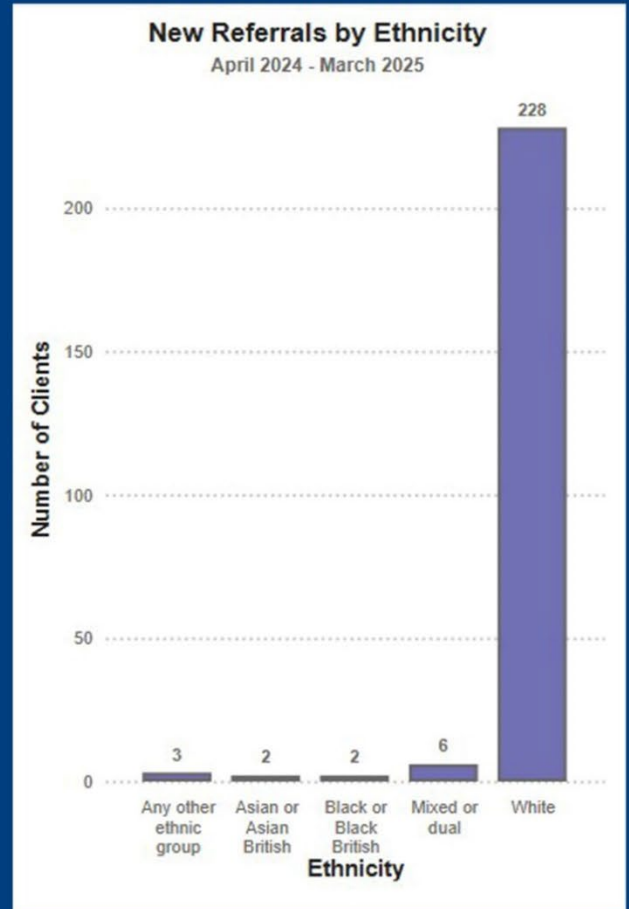
### **Looking Ahead**

In 2025-26, the Early Intervention and Prevention service will focus on advancing work addressing problematic and harmful sexual behaviours (PSB/HSB), particularly through the Purple Leaf programme. Our fully trained Early Intervention and Prevention team will also promote and expand delivery of the AIM (Assessment, Intervention, Moving On) framework, offering specialist assessments regionally and nationally. Following the end of the Child Sexual Exploitation contract, we remain committed to delivering trauma-informed, targeted support for children and young people at risk. Strengthening partnerships with schools, social care, and community organisations will ensure timely, coordinated responses. Recognising funding challenges, we will actively seek new resources to sustain and grow this vital service, helping to build safer communities across the West Mercia region.

# Early Intervention & Prevention Impact

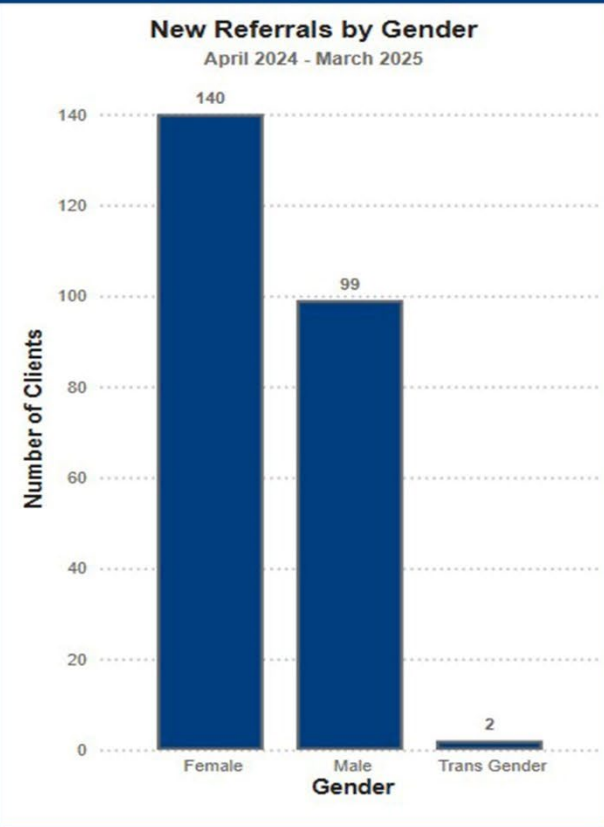


*“You have made me realise my self-worth and you have given me the strength to deal with things maturely and not to give up when things get hard. You helped me feel safe”*  
CYP Client

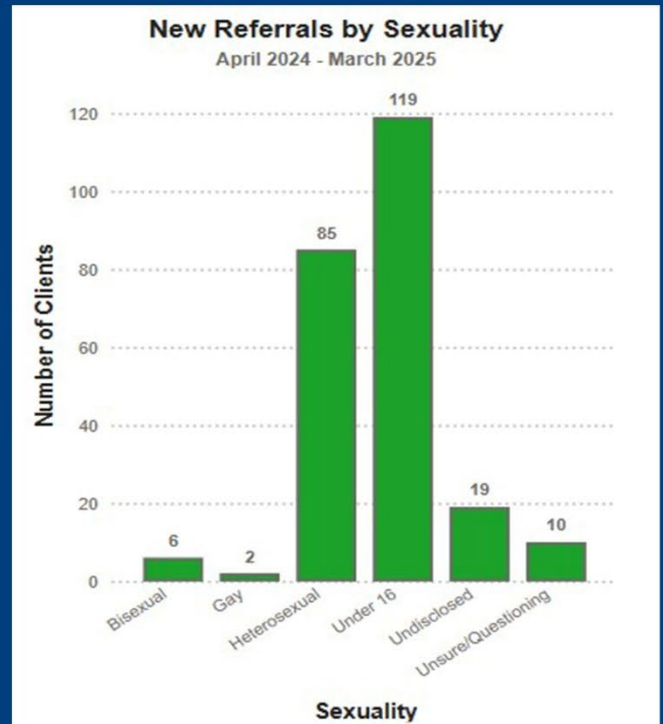


*““I felt seen and heard and I felt validated. I felt like I grew as a person.”*  
CYP Client

# Early Intervention & Prevention Impact

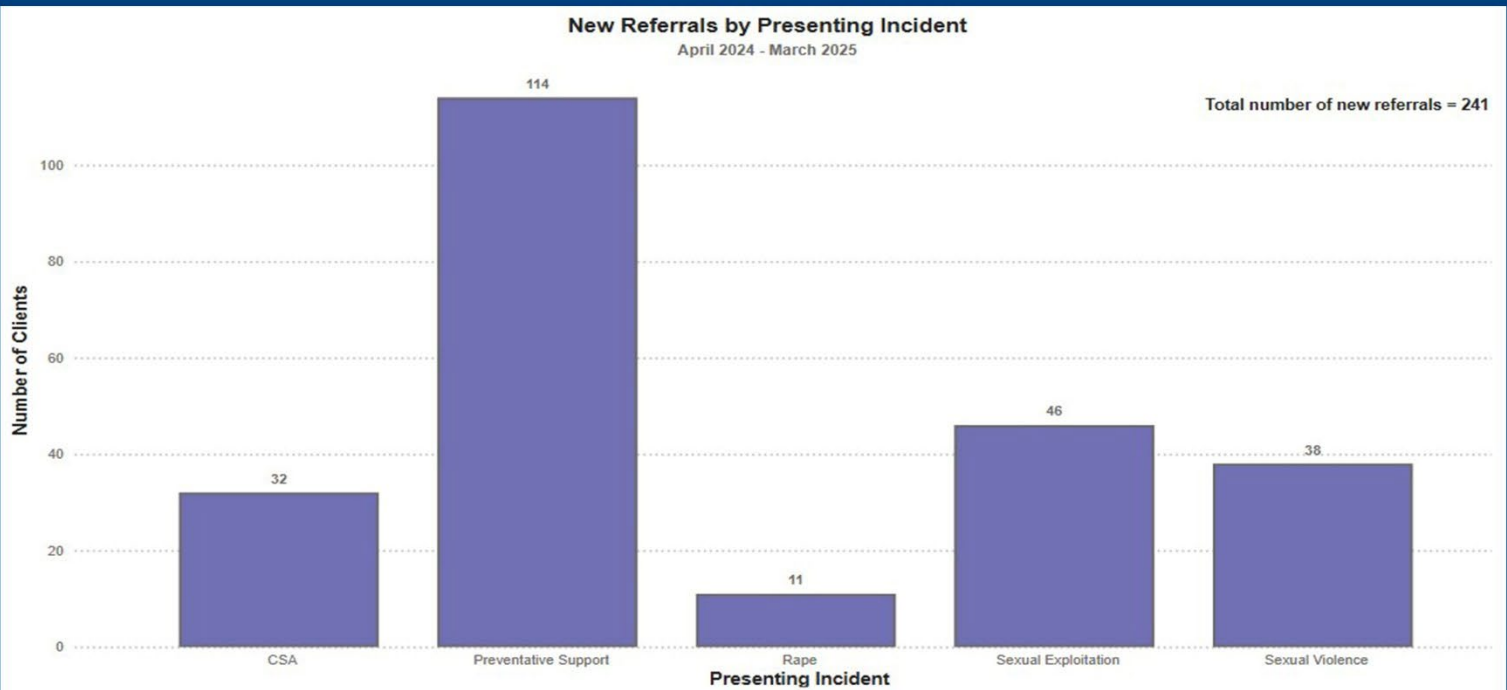


*“Your support has been invaluable. We don’t know what we would have done without you. It’s the best support my daughter has ever had.”*  
 Parent of CYP Client



*“They made it feel safe to talk and made these types of talks easier to have.”*  
 CYP Client

Note: We do not ask clients under the age of 16 about their sexuality. The data label 'Under 16' refers to these clients.



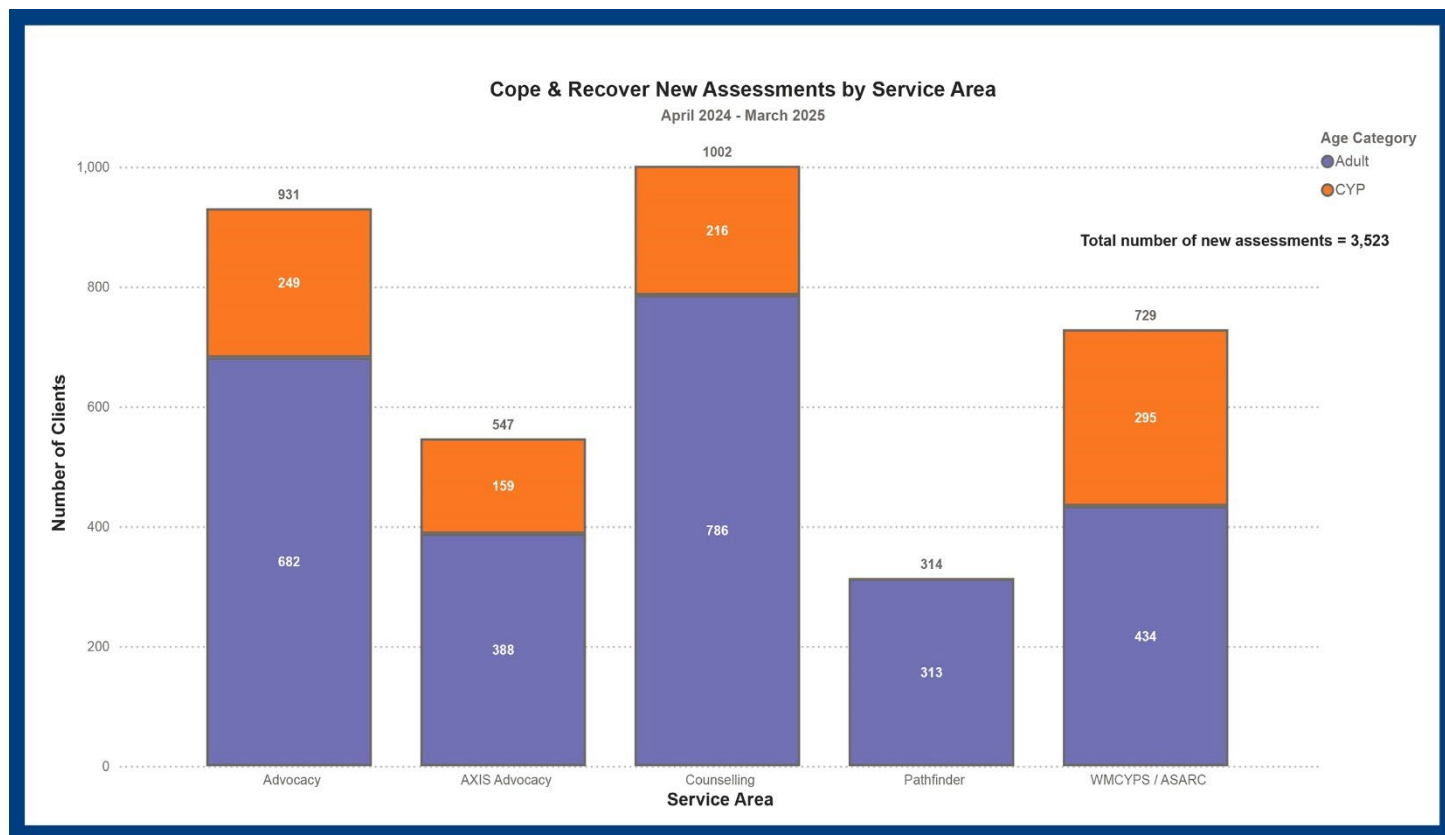
# Cope & Recover



Cope and Recover is one of WMRSASC's core strategic delivery areas, bringing together our counselling and advocacy services to provide holistic, trauma-informed support for survivors of sexual violence. These services work in parallel to address the emotional, psychological, and practical needs of our clients. Whether that involves navigating the criminal justice process, accessing therapeutic support, or both.

Each service operates its own Navigator Hub, acting as the central point of contact for referrals. The hubs provide initial assessment and triage, ensuring that individuals are matched with the most appropriate type of support based on their needs, risks, and personal circumstances. This structure enables smoother access to services, clearer communication, and a more coordinated experience for clients across both pathways.

In the past year, the Cope and Recover services received a total of 3,523 referrals, reflecting the continued high demand for both counselling and advocacy support across our region.





The WMRSASC Advocacy service continues to play a vital role in supporting survivors of sexual violence through complex systems, particularly the criminal justice process. Our Independent Sexual Violence Advocates (ISVAs) deliver trauma-informed, client-led support that is responsive to each individual's experience and needs.

This year, the Advocacy service has continued to evolve, with a strong emphasis on inclusive practice, targeted training linked directly to our work, and meaningful collaboration with partner agencies. The work of our ISVAs continues to shape how survivors are supported, through direct advocacy, the development of our internal practice, and active contribution to multi-agency responses across the region.

## Inclusion and Accessibility

Our ISVAs have continued to build on their specialist expertise in working with clients who have additional needs. During National Disability Week, our Additional Needs ChISVAs shared daily Makaton videos and developed simplified resources to support client communication.

Engagement with the Learning Disability ISVA Network and local services such as Herefordshire Council's Child and Disability Team has informed adaptations to make our service more accessible and inclusive.

We have also strengthened our support for LGBTQ+ clients. Our LGBTQ+ ISVA undertook training around sexual violence in the context of Chemsex, feeding this learning into internal CPD.

Participation in Worcester Pride and outreach to local LGBTQ+ groups has helped affirm our visibility and commitment. Similarly, our CRISVA (Culturally Responsive ISVA) continues to embed culturally informed practice and contribute to the shaping of training and service delivery for clients from minoritised communities.



## **Professional Development and Innovation**

We remain committed to ensuring ISVAs have access to high-quality, relevant training. Highlights this year include:

- Gypsy, Roma, and Traveller cultural awareness training, refreshing understanding of cultural barriers to disclosure. A bespoke Intersectionality course developed by our ISVA Training Officer
- A pilot eLearning module on the Drama Triangle, supporting reflection on relational dynamics in client work
- Visits to The Glade Sexual Assault Referral Centre (SARC) have further strengthened understanding of forensic processes, enhancing the team's ability to offer informed, trauma-sensitive support during early disclosure stages.

## **Criminal Justice and Partnership Engagement**

WMRSASC continues to play an active role in criminal justice partnership work. Our ISVAs contribute to Specially Trained Officer (STO) training, meet regularly with Rape and Serious Sexual Offences (RASSO) Leads, and participate in Scrutiny Panels, Underrepresented Group Forum meetings, ISVA Forums and the Victim Evidence for Victims (VEV) scheme.

We also work closely with Registered Intermediaries (RIs) to support clients with communication needs during court proceedings. This collaboration ensures that survivors can give their best evidence, with appropriate adjustments in place, and reflects our commitment to making the justice process more accessible and equitable.

However, despite this strong partnership work, challenges persist. Court adjournments and significant delays, sometimes up to five reschedules, with new dates set 12-15 months ahead, continue to impact survivors, prolonging uncertainty and increasing emotional strain. Despite these setbacks, WMRSASC has maintained high levels of ISVA engagement and low withdrawal rates, a reflection of our clients' courage and the unwavering commitment of the team supporting them.

## **Community Outreach and Collaboration**

The ISVA team continues to engage in meaningful outreach to strengthen partnerships, raise awareness, and extend support to underrepresented groups. This year:

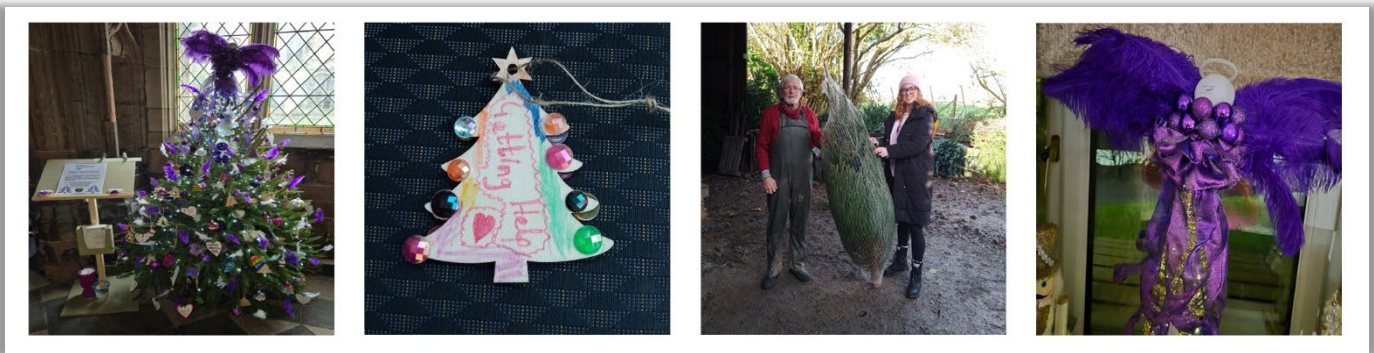
- Our MISVA (Male Independent Sexual Violence Advisor) built connections with local services, including the Hereford Men's Mental Health Group, distributing materials, and raising awareness of available support for male survivors of sexual violence.
- The ASE ISVA (Adult Sexual Exploitation), CSE CHISVA (Child Sexual Exploitation-Children's ISVA), and the Children and Young People & Families Team Lead contributed to the Sex Workers' Examination Workshop, highlighting risks and gaps during the transition from child to adult services, and advocating for improved safety and continuity of care.
- ISVAs supported the White Ribbon campaign, a global movement to end male violence against women, by taking part in local events alongside Women's Aid. The team also participated in International Women's Day celebrations at Worcester Guildhall, promoting gender equality and the availability of specialist support. In addition, they continued their active role in Multi-Agency Risk Assessment Conference (MARAC) meetings, contributing to coordinated safeguarding responses for individuals at high risk of harm.

## Creativity, Connection, and Client Involvement

Client voice and creative expression have remained central to WMRSASC's ISVA service throughout the year.

At a Pathfinder peer support group in Hereford, the ISVA Service Manager met with five adult survivors to explore their experiences of the service. The group offered overwhelmingly positive feedback, describing ISVA support as essential to their recovery. One participant called the service "a torch in the darkness," while another referred to ISVAs as "angels." In addition to this powerful affirmation, the group shared thoughtful suggestions - including ways to improve awareness of the ISVA service and how outcome measures might be refined to better reflect the survivor journey.

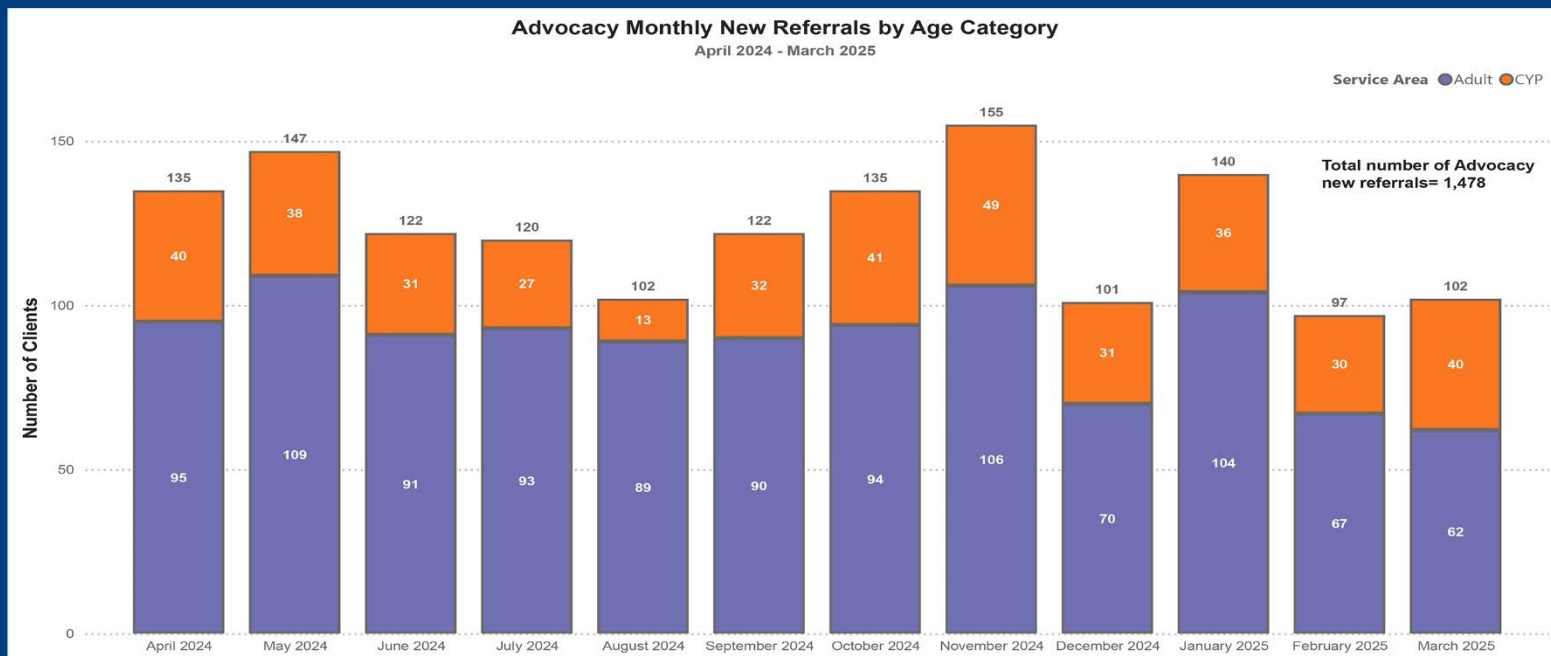
To close the year, WMRSASC clients and staff took part in the Worcestershire Cathedral Christmas Tree Festival, an annual event where local charities, schools, and businesses decorate trees displayed throughout the Cathedral's cloisters. A tree, generously donated by Coddington Christmas Trees, was beautifully decorated with crocheted roses, hand-crafted items, and messages of hope. All of which were made by Pathfinder group members, Counselling, and ISVA clients. Members of the ISVA team brought it to life, creating a display that reflected the strength of those we support, and the impact of the work carried out throughout the year.



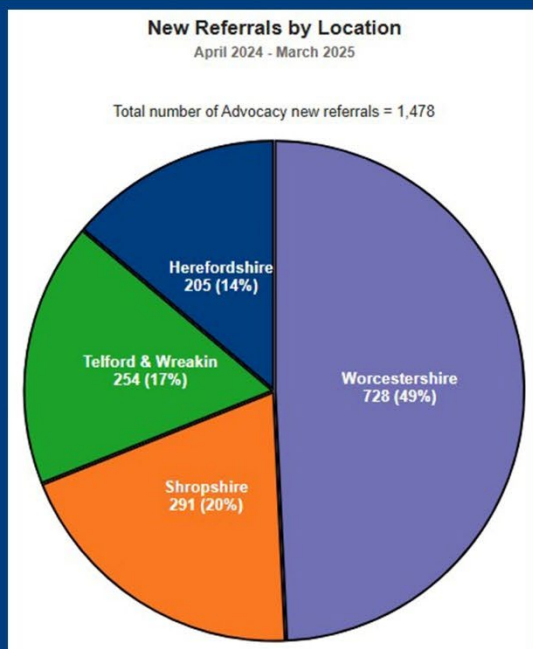
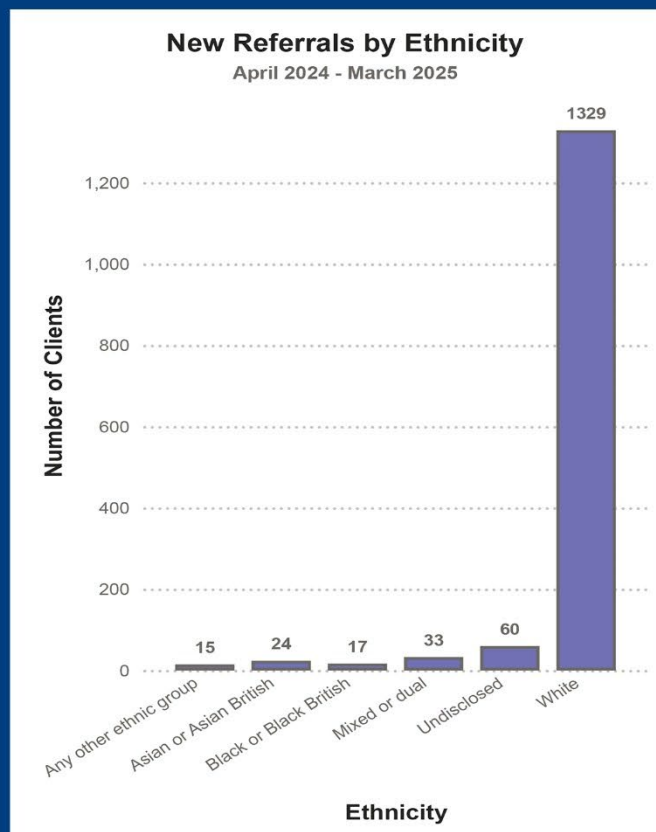
## Looking Ahead

The past year has demonstrated the strength, professionalism, and compassion of the ISVA team. Their work has empowered survivors, strengthened inclusive practice, and brought innovation to the way advocacy is delivered. As we look ahead, we remain committed to building on this strong foundation, adapting to emerging needs, working collaboratively across services, and continuing to provide a high-quality, sustainable service. We are proud of all the team has achieved and confident in the impact we will continue to make.

# Advocacy Impact



*“My ISVA was highly knowledgeable and supportive.”*  
ISVA Client



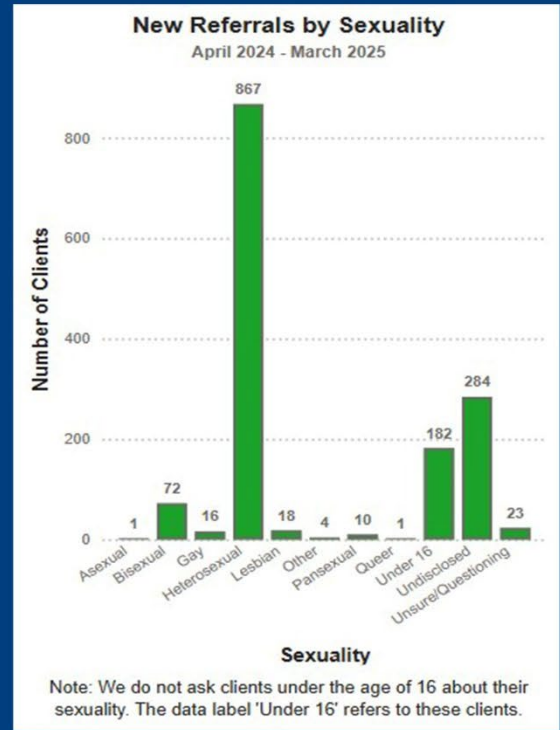
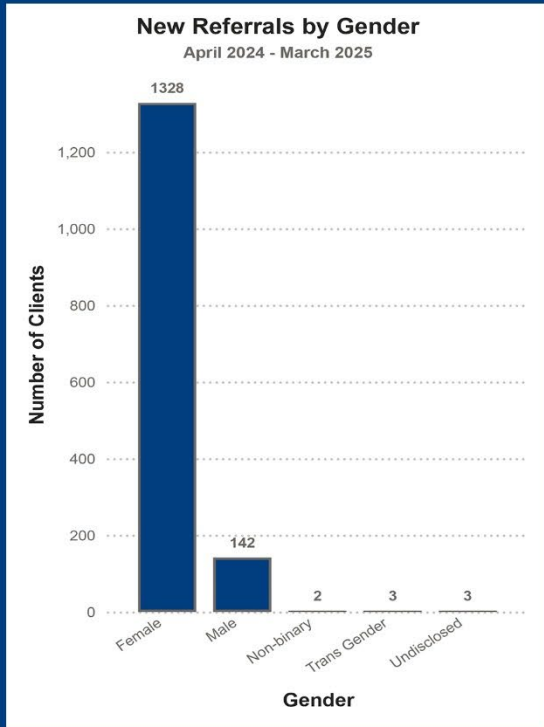
*“My ISVA provided exemplary support and guidance throughout the time she was my caseworker. She was empathic, supportive and very professional.”*  
Advocacy Client

*“My ISVA helped me overcome my fears and made me feel like I was in a safe space and that my trauma was heard”*  
Advocacy Client

# Advocacy Impact

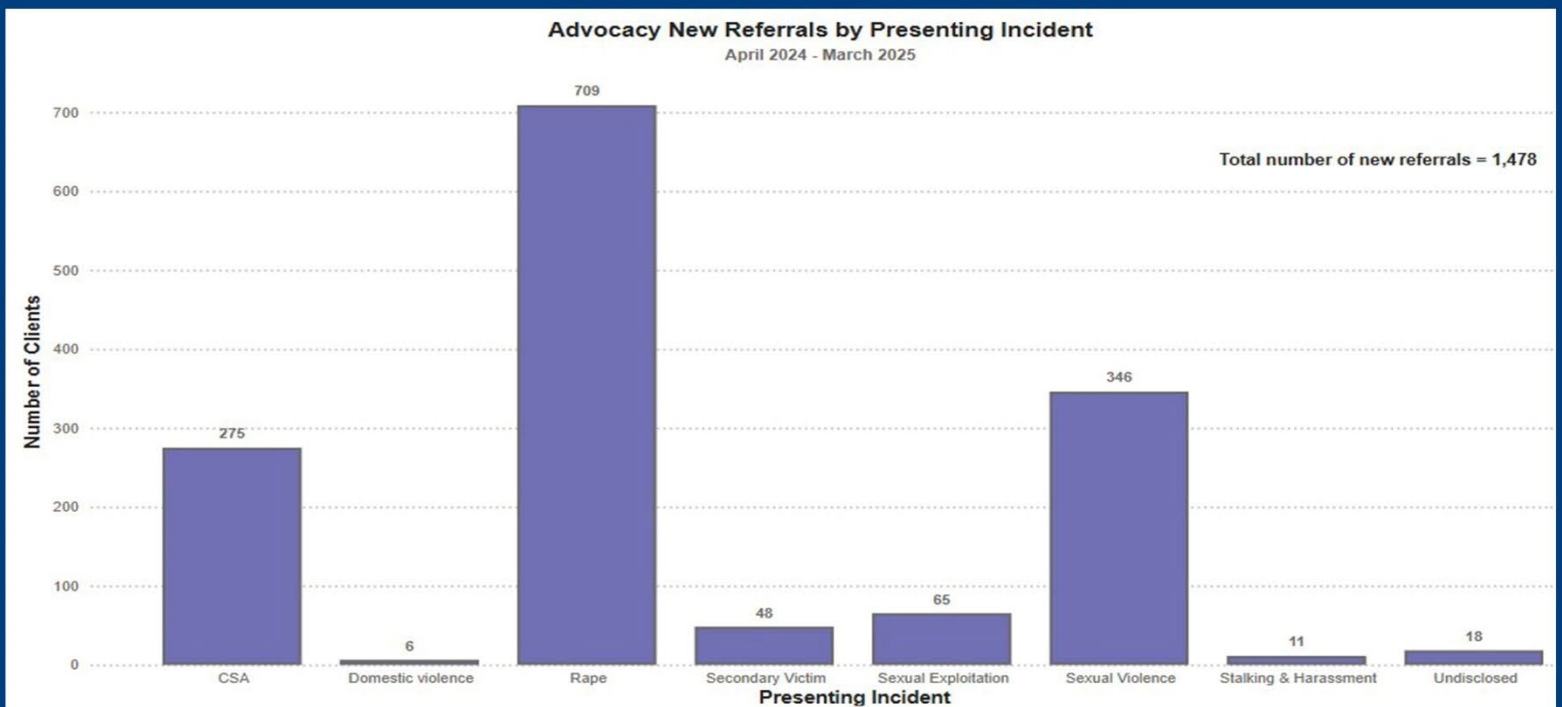


*"I felt believed, listened to and understood."*  
ChISVA Client



*"My daughter's ChISVA has been AMAZING. They made her feel relaxed and listened to as well as giving her the confidence to make herself heard."*  
ChISVA Client

*"Our FISVA is so approachable, knowledgeable and really 'on it!'"*  
FISVA Client





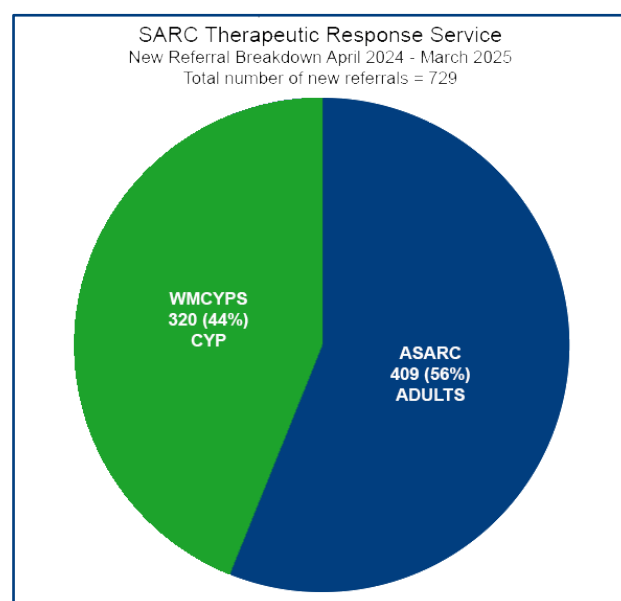
Counselling is a core part of WMRSASC's holistic support offer, providing a safe, trauma-informed space for survivors of sexual violence to begin or continue their recovery. Whether through short-term stabilisation, pre-trial therapy, or longer-term support, our counsellors work relationally and at the client's pace. The service is integrated into a wider system of advocacy and early intervention, ensuring that children, young people, and adults are supported in a joined-up, consistent way. Our work aims not only to reduce the immediate distress of trauma, but to support longer-term emotional wellbeing and a sense of personal control.

## SARC Therapeutic Response Service

WMRSASC has been providing specialist counselling for children and young people (CYP) referred through Sexual Assault Referral Centres (SARCs) across the West Midlands since 2016. Building on this long-standing and successful service, on 1 May 2024, we launched the Therapeutic Response Service for adults attending SARCs, under contract with Mountain Healthcare.

Mountain Healthcare is a national provider specialising in sexual assault referral and forensic services, commissioned by NHS England to deliver the West Midlands Adult SARC contract. WMRSASC works closely with Mountain Healthcare and other partners to deliver the Therapeutic Response Service, ensuring that all survivors attending SARCs receive timely, trauma-informed counselling support.

During the year, 729 adults and CYP have been referred to the service, receiving counselling in person, online, or by phone. Supported by commissioners and partners, we have established a responsive, high-impact model delivering early therapeutic intervention at a critical point in each survivor's individual journey.



## Counselling Delivery

Alongside our SARC service, WMRSASC continues to deliver pre-trial and time-limited counselling, supporting survivors of all ages with consistent, trauma-informed care.

During this reporting period:

- 786 adults and 216 children and young people (CYP) were referred into the counselling service
- Clients awaiting allocation accessed interim support via our online Wellbeing Hub, which includes messaging, psychoeducational resources, and flexible booking tools

Clients referred to counselling present with a wide range of experiences, including recent and non-recent sexual abuse, grooming, child sexual abuse, and online exploitation. Many are also dealing with the emotional impact of these experiences, such as feelings of fear, low self-worth, relationship difficulties, and self-harming behaviours. Our counselling team offers a calm, safe space where clients can begin to explore their experiences and build trust, without pressure or expectation.

Sessions are delivered face-to-face, online, and by phone. For CYP, counselling is also offered in school settings wherever possible, supporting access and continuity. A standard offer of up to 24 sessions is reviewed in partnership with the client and may be adapted based on clinical need. Interventions are led at the client's pace, using talking therapies, play, art, movement, and relational approaches to support emotional expression and safety.

Counselling continues to play a vital role in reducing the long-term impacts of sexual violence, building resilience, and supporting safer outcomes for children and adults. Despite increasing demand and ongoing pressures, our team has upheld its high standards through strong clinical supervision, safeguarding oversight, and deep professional commitment.

### **Placement Counsellors and Workforce Development**

Placement counsellors play a valued role within WMRSASC's counselling service, contributing to delivery while gaining practical experience within a highly supportive and structured environment. We are proud of those who have completed their required 100 hours of clinical practice with us this year, their commitment, care, and professionalism have been a genuine asset to the service.

Each placement is closely supervised and supported through regular clinical supervision, line management, and structured induction. We work in partnerships with training providers to ensure that placements meet the requirements of counselling qualifications while upholding the safety, ethical standards, and trauma-informed values that underpin our work.

Counsellors in placement are fully embedded in the wider team and receive training on WMRSASC policies, safeguarding, and trauma-informed practice. Feedback from clients has been consistently positive, reflecting the quality of support provided. Trainees often speak of their placement at WMRSASC as a turning point in their professional growth, gaining confidence, insight, and a deeper understanding of working with survivors of sexual violence.

*“Doing my placement with WMRSASC has been a great experience. The in-house training was thorough, and I have been fully supported by the team through the whole process, as well as having access to professional supervision. Someone is always on hand for guidance and there is plenty of opportunity to learn more.”*

*“From day one I've been made to feel at home with WMRSASC, the induction process was seamless and very informative. The training offered was very useful and it felt good to receive a certificate for completing it to evidence training. My line manager is very approachable, and I feel fortunate to be a part of such a good team there. The supervision included with the placement is a huge positive as I know this is something a lot of other placements don't offer. I would recommend WMRSASC to any trainee counsellor looking to do a placement.”*

## **Looking Ahead**

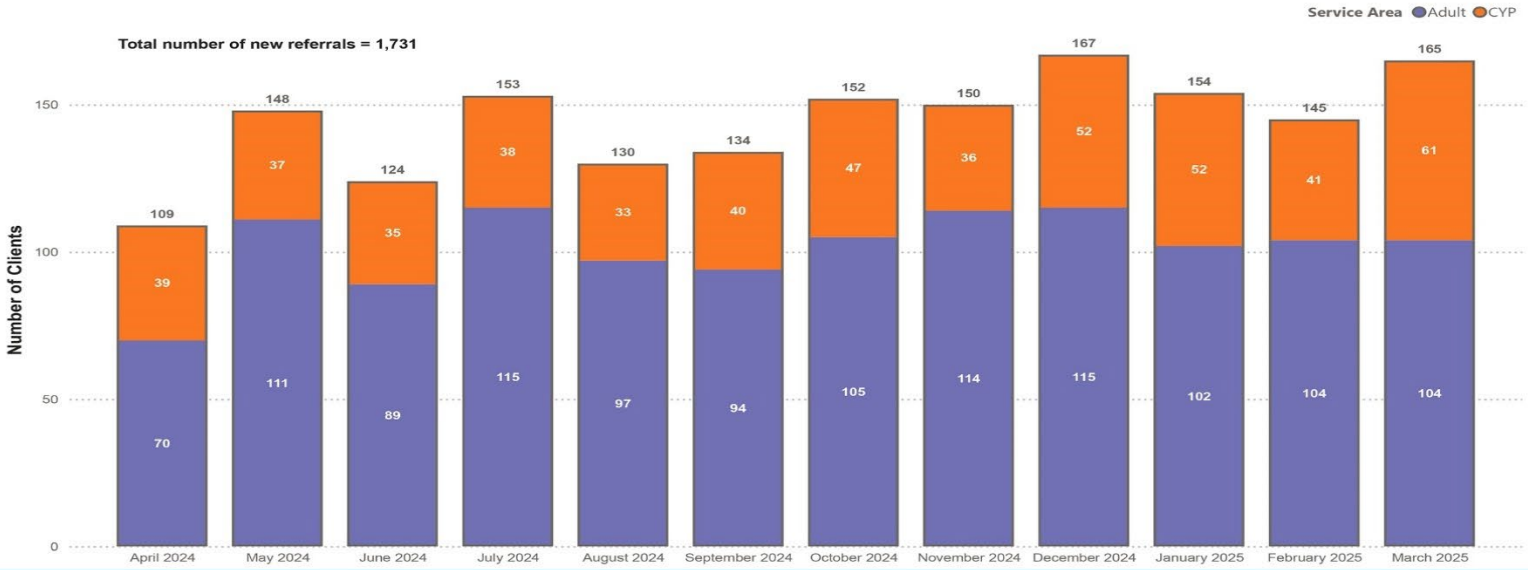
WMRSASC's counselling service remains a vital part of our holistic support for survivors of sexual violence. We acknowledge the challenges posed by high demand and waiting times, and our dedicated team continues to explore ways to manage these within current resources.

Building on the progress made through the development and rollout of our enhanced counselling model, supported by funding from the National Lottery and other partners, we will focus on refining therapeutic approaches and strengthening partnerships to improve access where possible. Supporting the ongoing professional development of our counsellors and placement trainees remains a priority to maintain high standards of care. We continue to seek additional funding to help reduce waiting times and expand the reach of our counselling services, ensuring survivors have timely access to specialist support.

# Counselling Impact

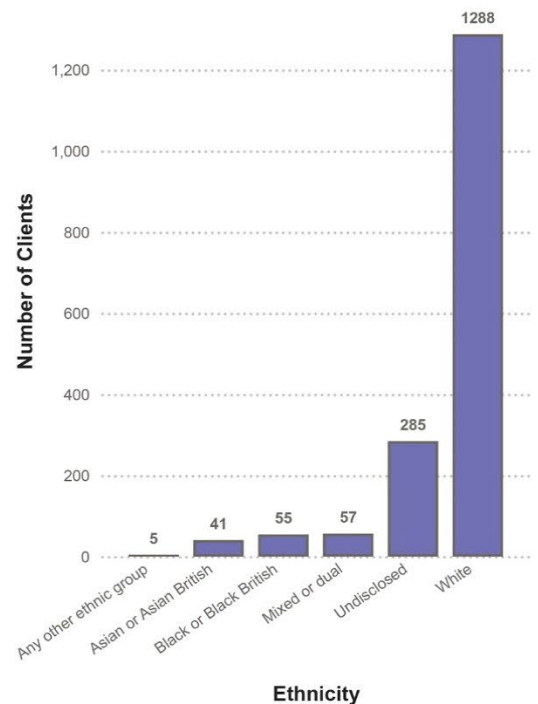


**Monthly Counselling New Referrals with Age Category Split**  
April 2024 - March 2025



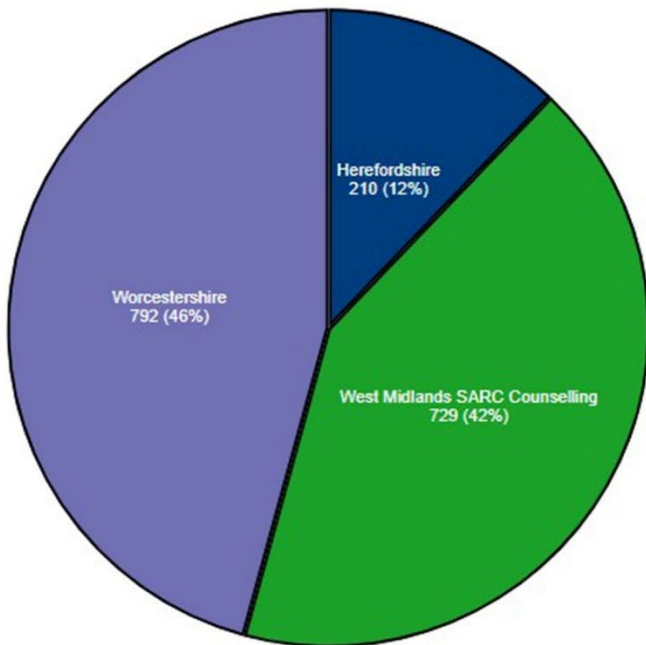
*“My therapist was patient, kind, caring, and offered a gentle companionship as I went where I had to go, and now I can say I am excited for the future.”*  
Counselling Client

**New Referrals by Ethnicity**  
April 2024 - March 2025



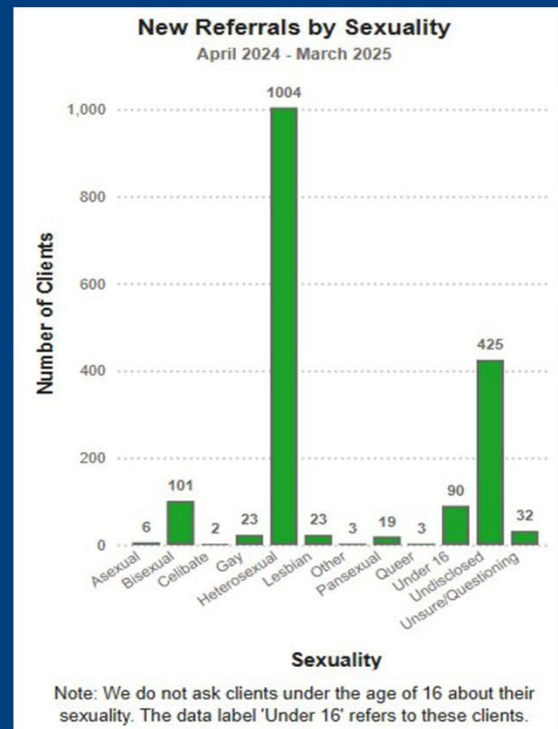
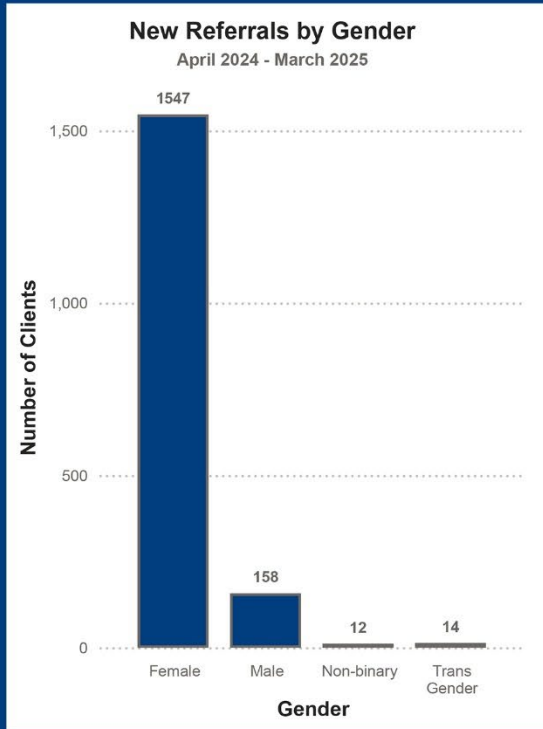
**New Referrals by Location**  
April 2024 - March 2025

Total number of new referrals = 1,731

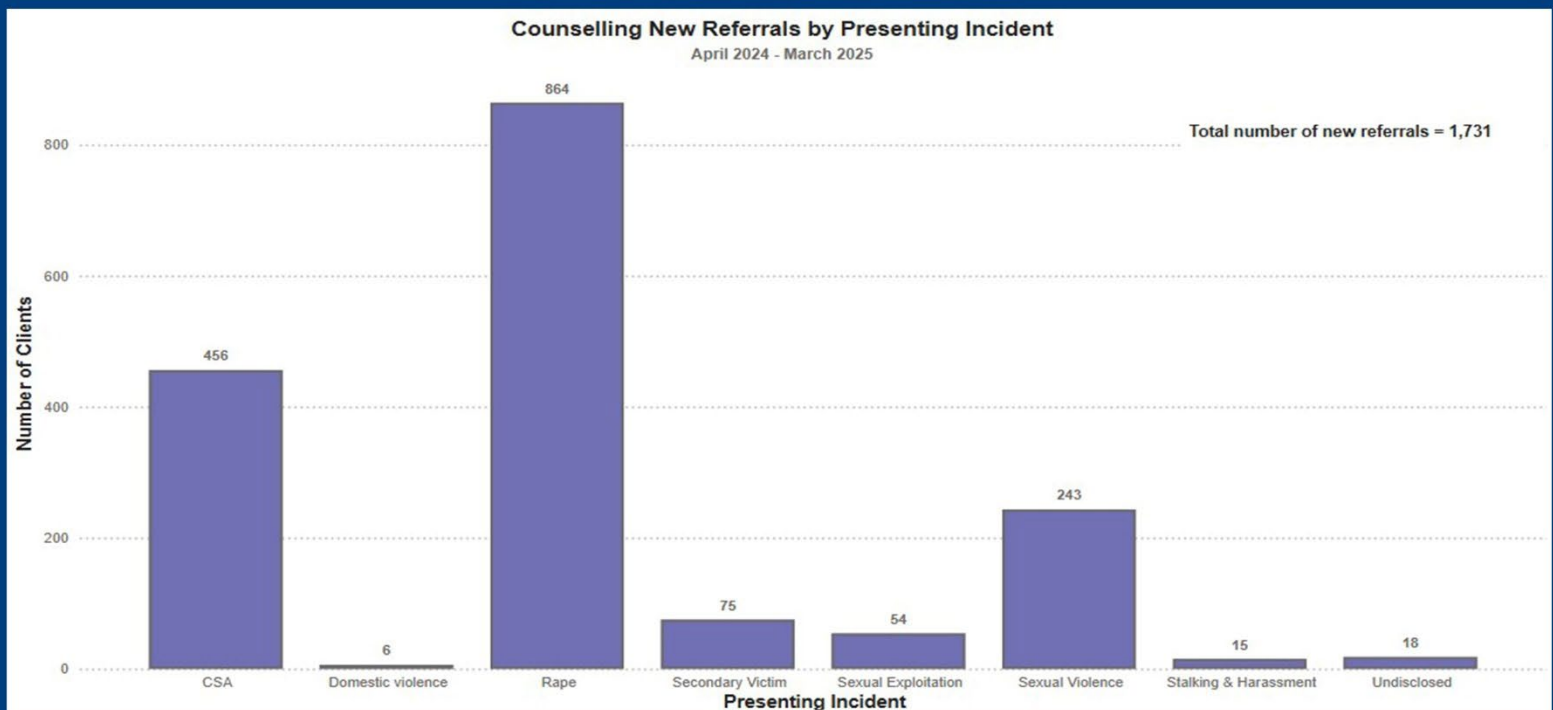


*“The support I was given was life changing. I felt validated, I was treated in a way that allowed me to grow and see myself in different ways.”*  
Counselling Client

# Counselling Impact



*“Without WMRSASC my daughter, and us as a family, would not have survived such difficult times. We all felt so supported and my daughter was able to experience her teenage years as she should.”*  
Counselling Client





The Pathfinder Project is a two-year pilot in partnership with the NHS, working across Worcestershire and Herefordshire. The project was launched in January 2024.

The aim of the project is to support adults who have complex mental health needs as a result of sexual violence trauma, offering a range of support options to meet their needs and help their recovery.

## **Peer Support Groups**

During this reporting period, we have facilitated nine peer support groups across Herefordshire and Worcestershire. Each group runs for 10 weeks, with two-hour sessions supported by two staff members, resulting in a total of 360 staff hours being dedicated to delivering these groups. These participant-led groups provide survivors with a safe space to connect, share experiences, and support each other, with attendees shaping the topics covered to ensure relevance and responsiveness.

## **Heal and Thrive - Psychosocial Education Group**

The Heal and Thrive programme comprises of 12 weekly psychosocial education sessions designed to foster healing and recovery. Seven groups have been completed across Worcestershire and Herefordshire during this reporting period. Each two-hour session is supported by two staff members, resulting in 336 staff hours being devoted to this programme. Participants explore trauma responses, coping strategies, grounding techniques, and self-esteem building, while developing confidence and a supportive network.

## **One-to-One Support**

Pathfinder has provided one-to-one sessions to 90 survivors, offering personalised psychosocial education alongside advocacy and counselling support tailored to individual needs.

## **Psychologist Assessments and Interventions**

Pathfinder's collaboration with NHS psychologists allows clients access to specialist psychological assessments and interventions, including referrals to wider mental health services when necessary. This year 13 clients have benefited from this support.

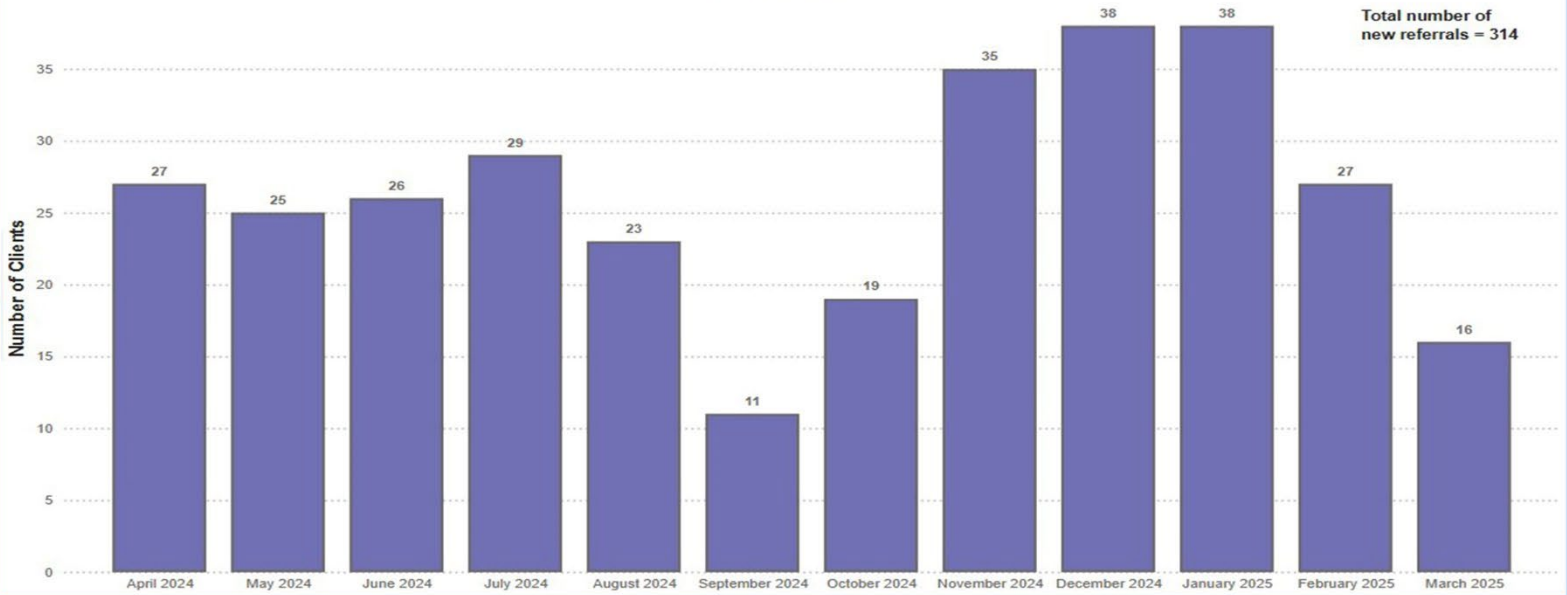
## **Trauma Informed Training for Professionals**

Pathfinder has delivered 46 training sessions this year, reaching 474 professionals. These sessions raise awareness about sexual violence, its immediate and long-term impacts, how to respond appropriately to disclosures, and how to work in a trauma-informed way with survivors.

# Pathfinder Impact

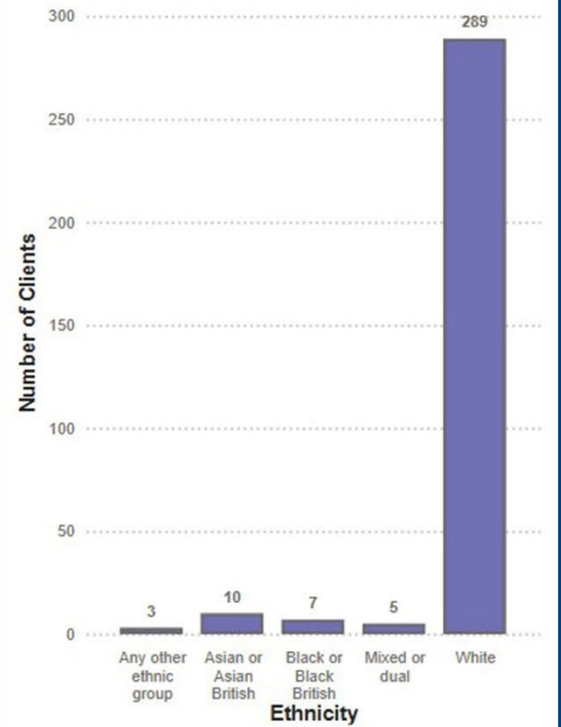


**Pathfinder New Referrals by Month**  
April 2024 - March 2025



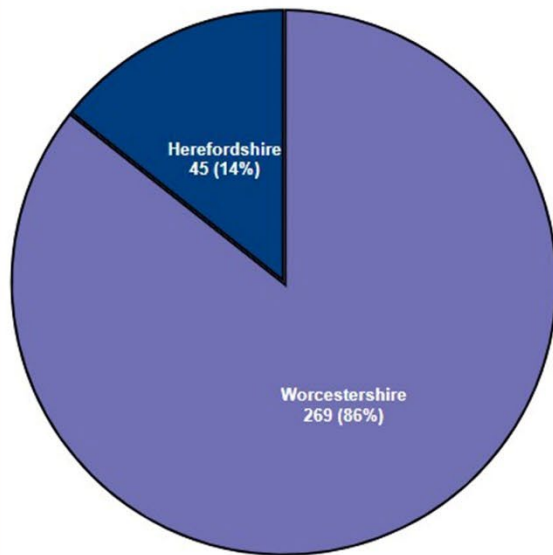
*“The group feels a safe space with no judgements.”*  
Pathfinder Client

**New Referrals by Ethnicity**  
April 2024 - March 2025



**New Referrals by Location**  
April 2024 - March 2025

Total number of new referrals = 314



*“No other group has ever felt like this, the staff at WMRSASC listen and take time, this has never happened to me before.”*  
Pathfinder Client

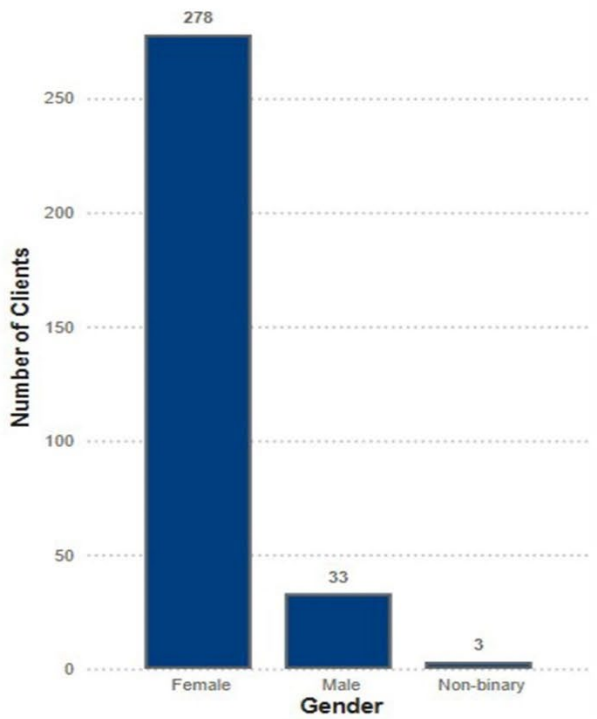
*“The group has allowed me to give myself permission to just stop and put myself first.”*  
Pathfinder Client

# Pathfinder Impact



## New Referrals by Gender

April 2024 - March 2025

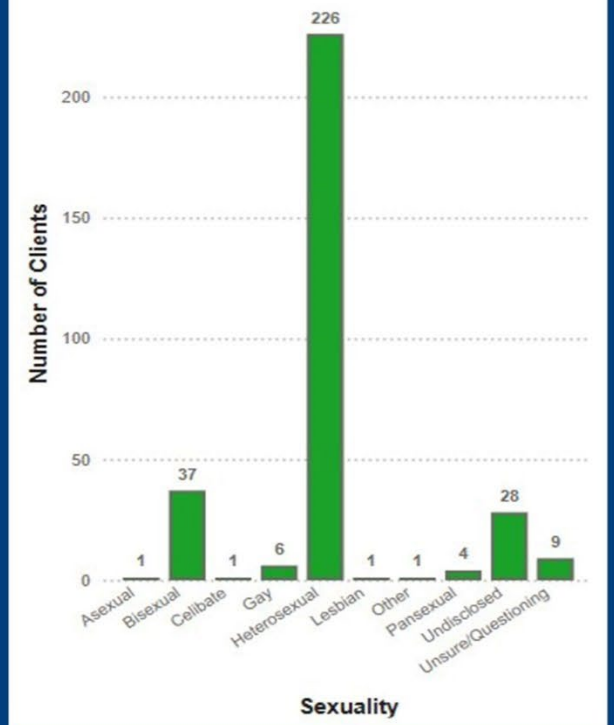


*"The group has been a lifeline for me. I have autism and have never fitted in anywhere before, the group has made me feel heard and human."*

Pathfinder Client

## New Referrals by Sexuality

April 2024 - March 2025

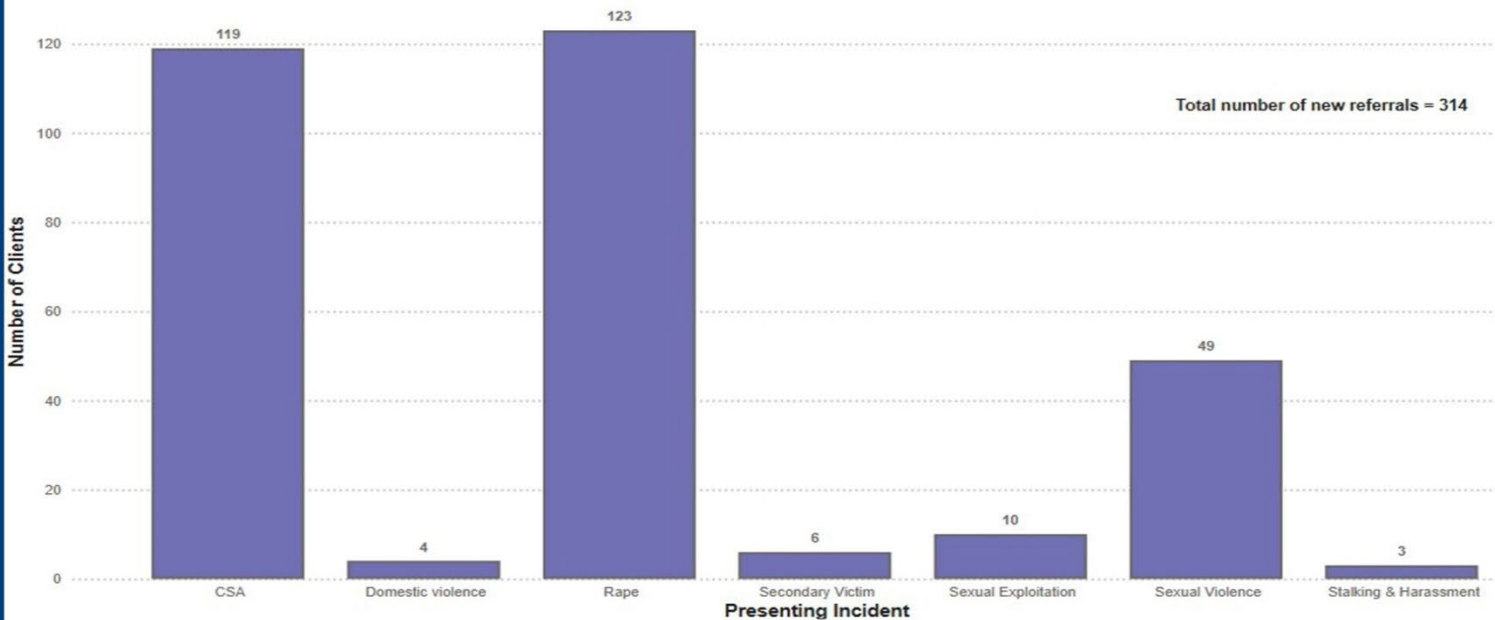


*"Being in the group has made me feel not alone. The group gave me comfort and made me feel safe."*

Pathfinder Client

## Pathfinder New Referrals by Presenting Incident

April 2024 - March 2025





## Training and Development

WMRSASC delivers a wide range of training programmes that support both internal staff development and external professionals working with people affected by sexual violence. Training is an important part of how we share our knowledge, promote trauma-informed practice, and help others to respond with confidence and compassion.

Our offer includes accredited qualifications, bespoke workshops, and eLearning modules, all informed by our frontline experience and the needs of the communities and professionals we engage with.

## Training for Professionals

We continue to provide specialist training to professionals in education, healthcare, social care, policing, and the voluntary sector. Key programmes include:

- ISVA (Independent Sexual Violence Advocate) Training, delivered on behalf of Rape Crisis England & Wales
- ISVA Management Course, supporting those in supervisory and leadership roles
- Sexual Violence Practitioner Qualification, designed for professionals supporting survivors nationally

*“I found this training extremely helpful and engaging and very relevant to my role. I really enjoyed having the space with other sister centres and how we could all have open conversations and discussions. I found the trainers very approachable and knowledgeable which made sharing that space all the more engaging and helpful.”*

*“The training was amazing- there was a lot of valuable information, and the structure was very thought out and easy to follow. The use of case studies and different learning material was great for different learning styles. It was very engaging since we all participated, and sharing knowledge was invaluable.”*

*“This training was exceptional. I felt it was such a safe space, and I was able to ask lots of questions. I found it really useful how interactive it was and being able to speak to the trainers and the other trainees in breakout rooms.”*

Internally, we continue to deliver regular staff training. Over the past year, this has included our annual safeguarding refresher, alongside a new, internally developed module focused on suicide and self-harm. Developed collaboratively by our team, this training equips staff with practical, compassionate approaches to managing risk, responding to disclosures, and supporting clients in crisis, reflecting the realities of frontline work.

## **Commissioned and Community Training**

WMRSASC has been commissioned to provide training for organisations including the Health Care Professionals Council (HCPC), academy trusts, local colleges, and West Mercia Police, as well as other rape crisis centres and trustees.

Our training has also reached wider community groups through:

- Train-the-trainer models to build local delivery capacity
- Workshops addressing sexualised behaviours, bystander intervention, and child sexual abuse (CSA)

In the past year, we trained over 125 professionals, tailoring sessions to their specific roles and the populations they support.

## **Expanding Online Learning**

To improve access and flexibility, we have continued to expand our eLearning offering. New modules launched include:

- Sexual Harassment: developed in response to the new employer duty, supporting organisations to respond effectively to incidents of sexual harassment in the workplace
- The Drama Triangle
- Active Bystander in Educational Settings

These digital resources enable professionals and volunteers to engage with our expertise at their own pace, backed by evidence-based practice.

## **Looking Ahead**

In 2025-26, WMRSASC will continue to enhance its consultative services by expanding the reach and impact of our training programmes. We aim to further develop bespoke and accredited courses that respond to emerging needs across sectors, with a particular focus on deepening trauma-informed practice. Building on the success of our eLearning platform, we plan to introduce new digital modules to increase accessibility and flexibility for professionals and volunteers. Strengthening partnerships with statutory agencies, educational institutions, and community organisations remains a priority to embed trauma-informed approaches widely. Through these efforts, we seek to support a more informed and confident workforce equipped to better respond to survivors' needs.

# Future Plans

## Summary of strategic direction for 2025-26



As WMRSASC approaches its 40th anniversary, we are entering a vital phase of renewal and growth, reaffirming our commitment to supporting survivors of sexual violence.

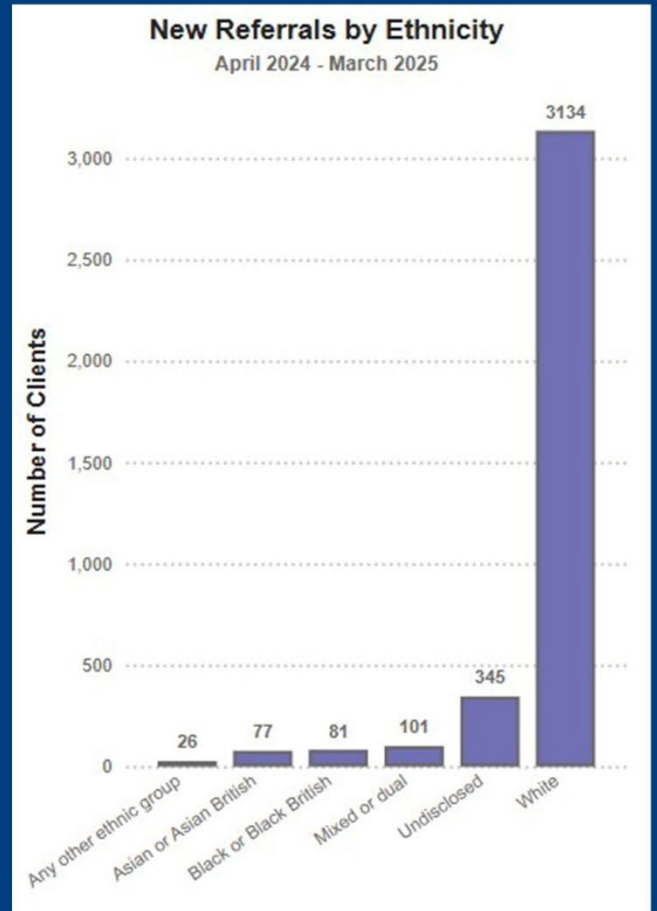
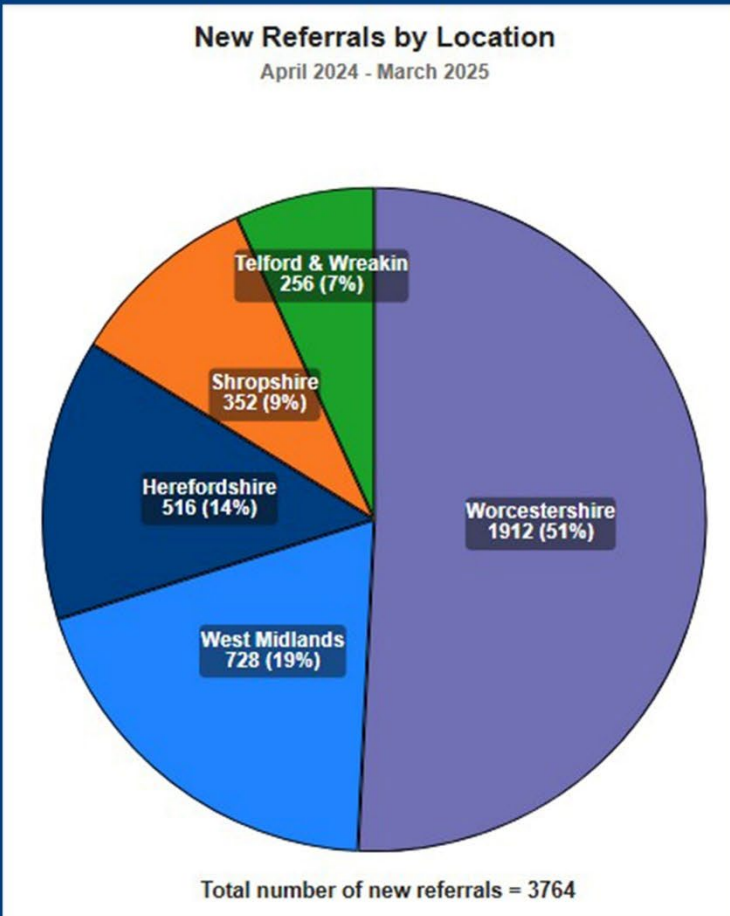
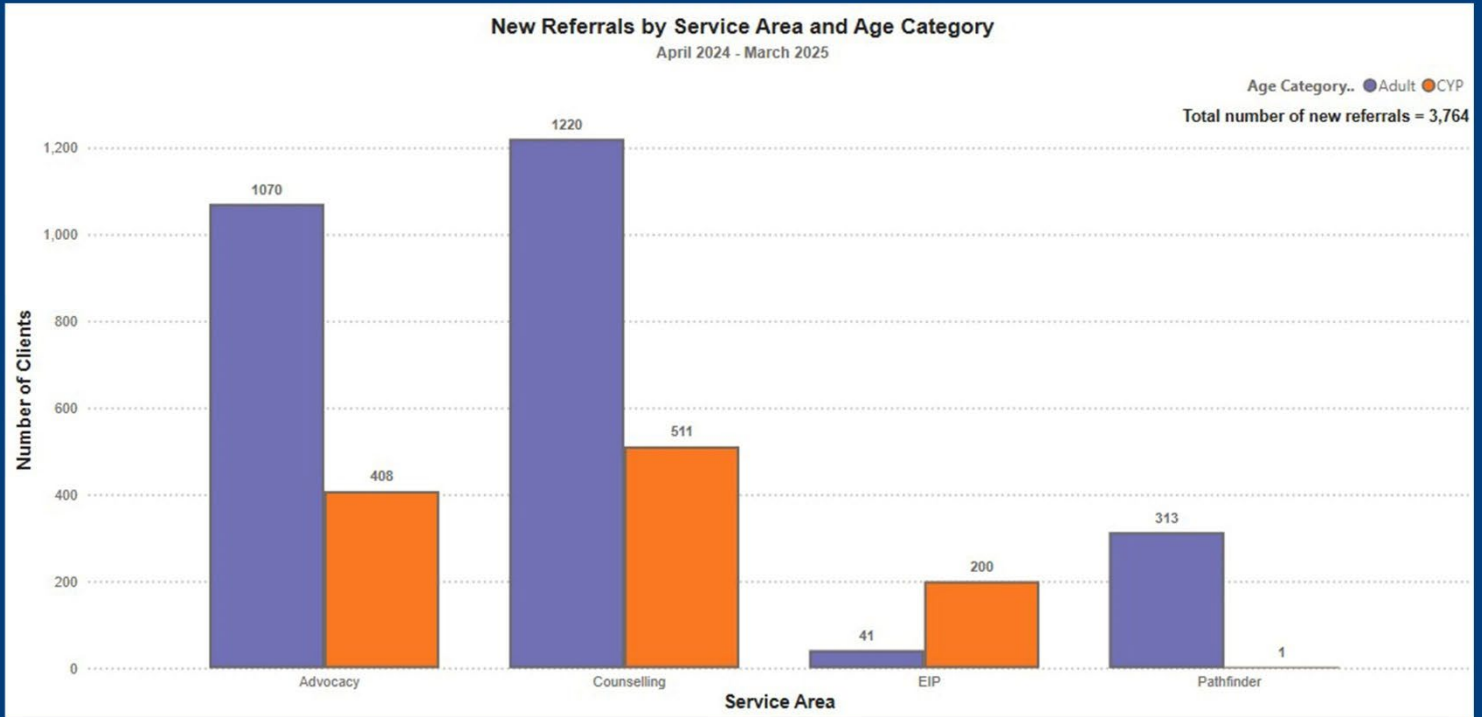
Central to our strategy for 2025-26 is increasing our visibility within the community. We aim to break down stigma and silence around sexual violence, ensuring WMRSASC is seen as a trusted, approachable, and essential service that survivors and the wider public feel confident engaging with.

To support this, we will:

- Diversify our funding streams, to build long-term financial resilience, including through the expansion of income-generating services
- Enhance our marketing and communications, raising awareness and encouraging open conversations about sexual violence and the support available
- Relaunch our Purple Leaf services with a renewed focus on delivering high-quality, paid training, such as sexual harassment awareness and prevention to schools, workplaces, and community organisations
- Strengthen and expand our Early Intervention and Prevention Service, with a particular emphasis on supporting children and young people who display problematic or harmful sexual behaviours (PSB/HSB). In a changing commissioning landscape, we are actively developing new models and partnerships to sustain and grow this vital work
- Grow our training offering to equip professionals across sectors with trauma-informed skills, improving the quality and reach of support for survivors

Through these efforts, WMRSASC will continue to empower survivors, challenge societal barriers, and cement its role as a visible, resilient, and valued pillar of support in our region.

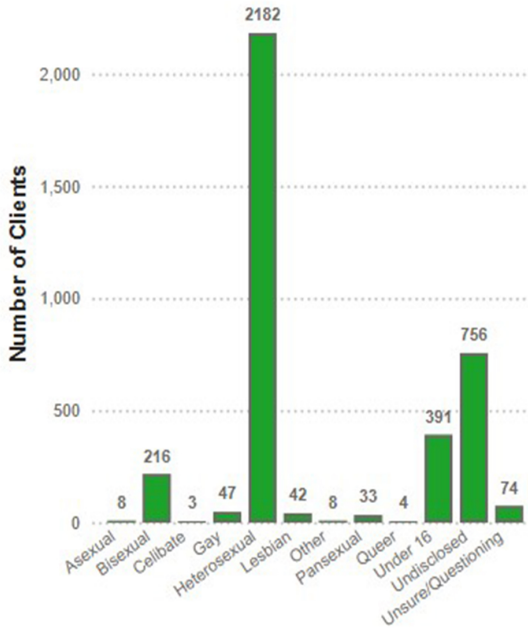
# Our Impact



# Our Impact

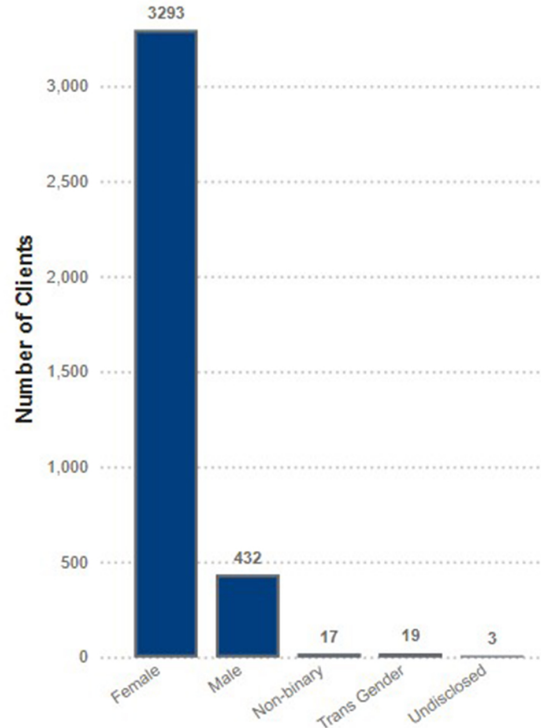


**New Referrals by Sexuality**  
April 2024 - March 2025



Note: We do not ask clients under the age of 16 about their sexuality. The data label 'Under 16' refers to these clients.

**New Referrals by Gender**  
April 2024 - March 2025

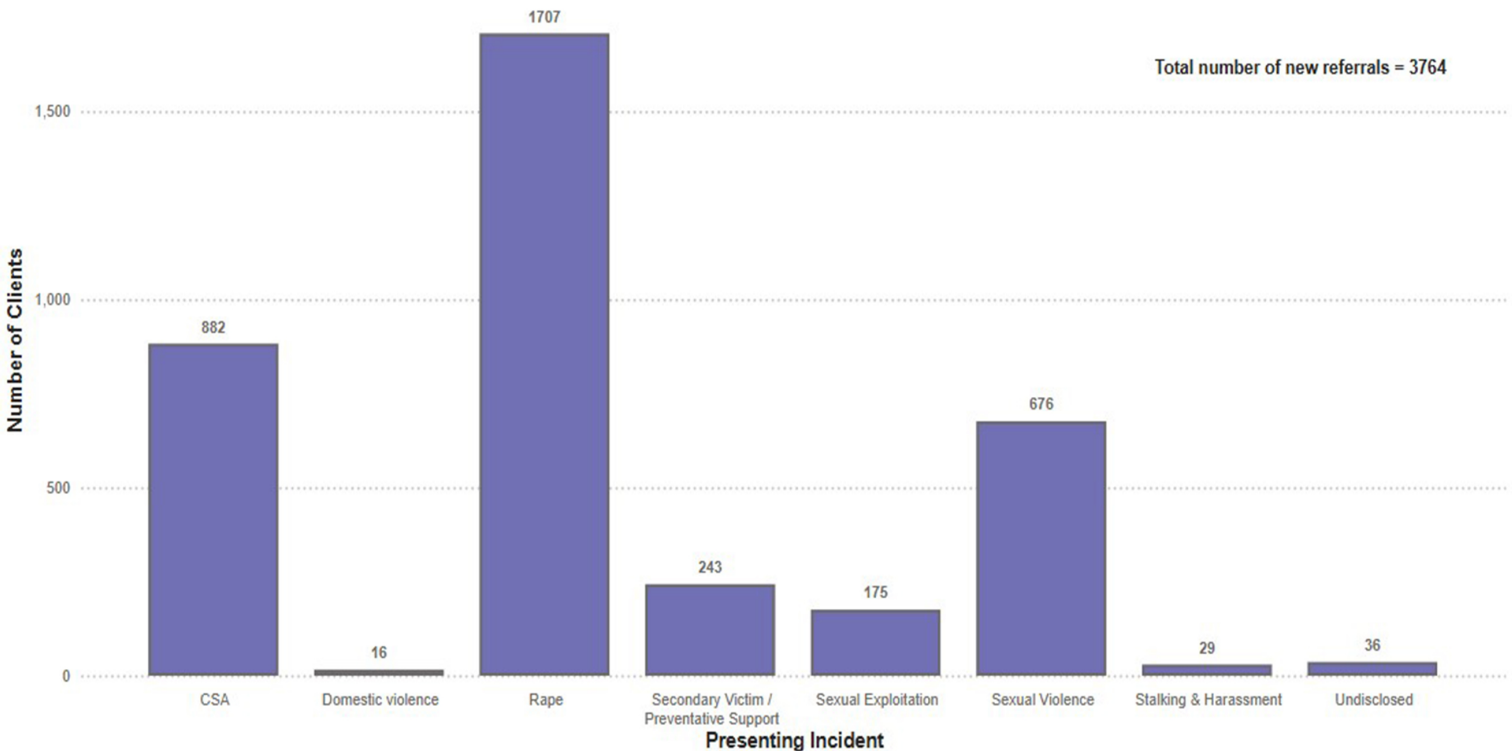


**30%**  
of all new referrals  
were for CYP  
under 18

**26%**  
of all new referrals  
were received via  
the Police

**1 in 8**  
new referrals  
were for male  
clients

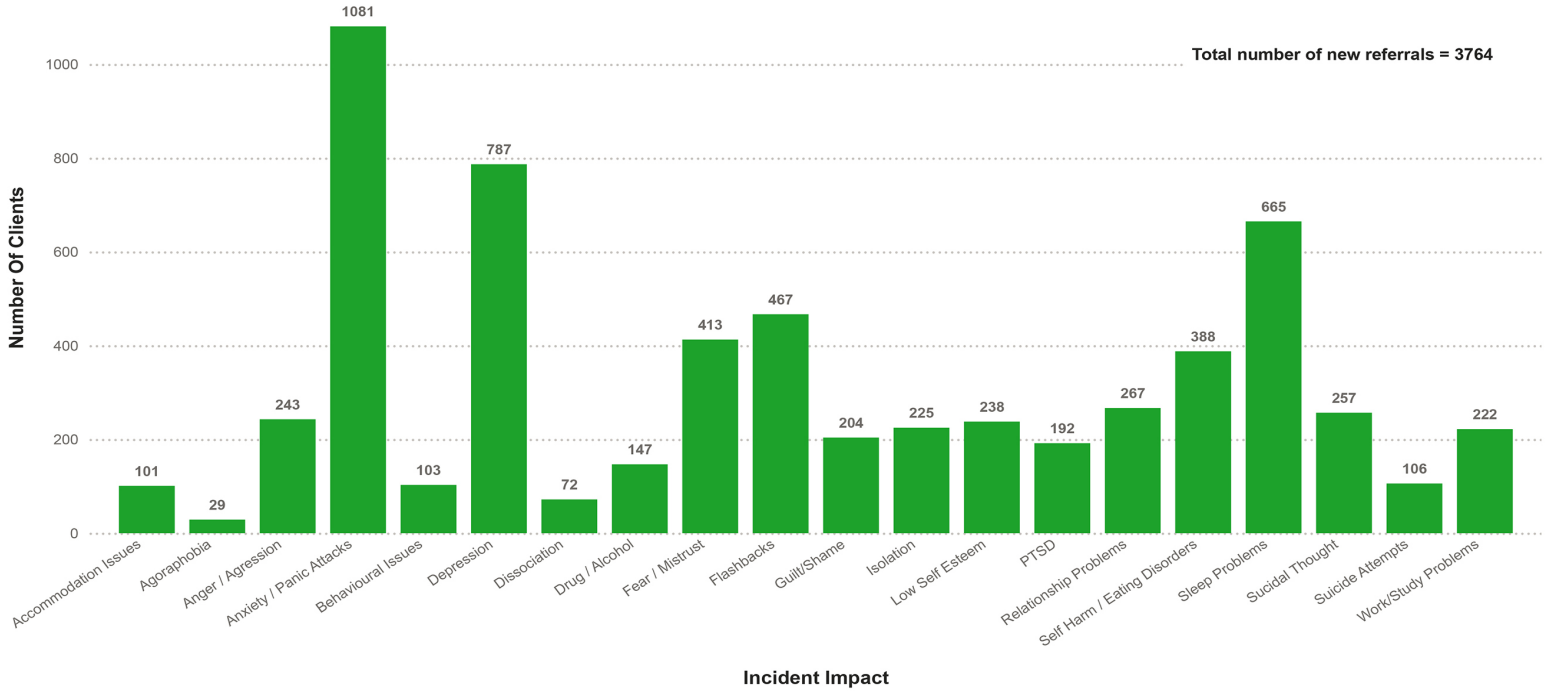
**New Referrals by Presenting Incident**  
April 2024 - March 2025



# Our Impact



**New Referrals by Incident Impact**  
April 2024 - March 2025



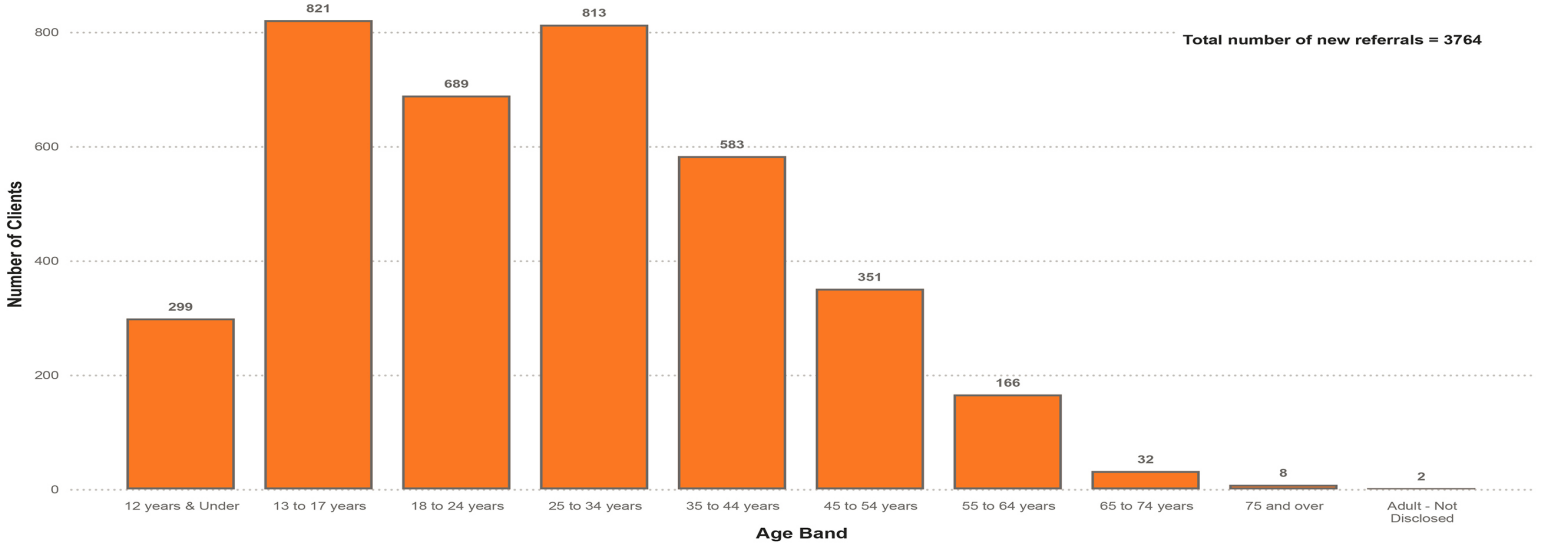
**17%**  
of all new referrals  
have used our  
services before

**54%**  
of all new referrals  
have disclosed a  
mental health  
issue

**9%**  
of all new referrals  
have disclosed  
being  
Neurodiverse

**13%**  
of all new referrals  
have disclosed  
an issue of  
domestic violence

**New Referrals by Age Band**  
April 2024 - March 2025





There was an excess of expenditure over income for the year of £24,883 (2024: £107,420). The total reserves at the year-end were £1,588,788 (2024: £1,613,671).

With unrestricted funds totalling £1,073,560 (2024: £1,076,972), designated funds £490,000 (2024: £520,499) and restricted funds of £25,228 (2024: £16,200). The funds are adequate and available to fulfil the obligations of the organisation.

It is the policy of the charitable company that unrestricted funds which have not been designated for a specific use should be maintained at a minimum of four months' expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charitable company's current activities while consideration is given to ways in which additional funds may be raised.

Unrestricted funds at £1,073,560 (2024: £1,076,972) are below the preferred level as set out by the reserves policy.

WMRSASC continues to face unprecedented demand for services, which gave rise to short-term support from partner agencies in the previous financial year and enabled us to provide increased levels of service. Longer term, sustainable funding is still the aim, and we continue to work to address this in partnership with referral agencies.

## Organisation Funding

WMRSASC's principal sources of funds can be broken down into four categories:

- Contracts (77.3%)
- Grants (17.1%)
- Sales (5.1%)
- Donations (0.5%)

Within the Contract category, WMRSASC have six contracts, one of which represents over 43% of total income.

For the Grants category, WMRSASC have seven grants, with the largest one representing nearly 7% of total income.

For the Sales category, WMRSASC's Training delivers the largest source of funds, representing 3% of total income.

The Donations category is the smallest funding source for WMRSASC, representing 0.5% of income. The Fundraising strategy aims to diversify the income streams to ensure that WMRSASC are less reliant on single Contracts or Grants, whilst increasing the funding sourced from Donations.

The main funder of services continues to be the West Mercia Police and Crime Commissioner, John Campion. We are grateful for his support and commitment to providing services to survivors and support for the advocacy services. We continue to work closely with Axis, as a subcontractor, to deliver these services across the wider West Mercia region.

We continue to be supported by individual fundraisers and promote activities throughout the year. WMRSASC has a fundraising strategy and has dedicated staff actively seeking funding through grant and contract opportunities. A 'Just Giving' page is maintained, and donations are encouraged via social media platforms: Facebook, X (formerly Twitter) and Instagram.

Other fundraising activities include the 500 Club, and Easyfundraising (online shopping donation site).

# Structure, Governance & Management



The charitable company (Charity number 1136677 and Company number 07083844) is a company limited by guarantee incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its Articles of Association.

Worcestershire and Herefordshire Rape and Sexual Abuse Support Centres are active divisions of West Mercia Rape and Sexual Abuse Support Centre. Purple Leaf is the training and education division of West Mercia Rape and Sexual Abuse Support Centre.

The Trustee Board will consist of no less than three members. Two Office Bearers (Chairperson and Treasurer) will be elected from the Trustees.

The election of the Trustees will take place at the West Mercia Rape and Sexual Abuse Support Centre Annual General Meeting.

Nominations of candidates for election as Trustees must be received in writing at the head office of West Mercia Rape and Sexual Abuse Support Centre seven days prior to the AGM at which elections will take place. Nominations must be signed by one West Mercia Rape and Sexual Abuse Support Centre member and must be accompanied by the written consent of the candidate.

Nominations will be moved and seconded by any member of the organisation.

Casual vacancies on the Board will occur where the position of Trustee becomes vacant or where insufficient nominations for Trustee positions are received at an AGM. Where a casual vacancy occurs, the Trustees may appoint a member to fill the vacancy until the next AGM.

Where all Trustee positions become vacant, General Members of West Mercia Rape and Sexual Abuse Support Centre may call a Special General Meeting to elect a new Trustee Board, in accordance with processes stipulated in the Articles of Association.

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) the charity shall indemnify every trustee against any liability incurred in successfully defending legal proceedings in that capacity or in connection with any application in which relief is granted by the Court from liability for negligence, default or breach of duty or breach of trust in relation to the charity.

New Trustees will be provided with induction material on confirmation of their appointment.

Induction material includes:

- West Mercia Rape and Sexual Abuse Support Centre's Worker Handbook (inclusive of Policies and Procedures)
- West Mercia Rape and Sexual Abuse Support Centre's Articles of Association
- Any other documentation deemed relevant by the Board

A meeting between a new Trustee, the CEO and the Chairperson will be organised to provide the new member with orientation and relevant information about the Committee and the organisation.

To assist Board members in the conduct of their duties, all information resources of West Mercia Rape and Sexual Abuse Support Centre will be made available and may be accessed on request.

The Trustees hold the ultimate legal and managerial responsibility for West Mercia Rape and Sexual Abuse Support Centre and recognise the importance of maintaining an effective and active Board. As such, clarity in the roles and responsibilities of Board Members is essential.

None of the Trustees have any beneficial interest in the company. All the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The Board has overall responsibility for ensuring that the charity is operating efficiently and effectively, its assets are safeguarded against unauthorised use or disposition, proper records are maintained, and that financial information used within the charity or for publication is reliable and that the charity complies with relevant laws and regulations.

The Chief Executive Officer agrees the remuneration of the other members of key management.

Related parties are as defined in the note to the financial statements. A register of Trustees' interests is maintained, and declarations of interest are made at the commencement of Board meetings.

#### **Auditor**

Thomas and Young Limited were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

#### **Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

The Trustees' report was approved by the Board of Trustees.



E D Needham  
Trustee

Date: 8th July 2025

# Responsibilities of the Trustees



The trustees (who are also directors of West Mercia Rape & Sexual Abuse Support Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

A handwritten signature in black ink, appearing to be 'E D Needham', written in a cursive style.

On behalf of the Board of Trustees E D Needham

Treasurer

Date: 8th July 2025

# Independent Auditor's Report

To the Members of West Mercia Rape and Sexual Abuse Support Centre



## Opinion

We have audited the financial statements of West Mercia Rape & Sexual Abuse Support Centre (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepting Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## **Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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 or visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

## **Responsibilities of trustees**

As explained more fully in the trustees' report responsibilities statement set out on page 39, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

However, it is the primary responsibility of management, with the oversight of the trustees, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, we have:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework; and
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'.

Financial Reporting Standard FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Companies Act 2006 (and related legislation), the Charities Act 2011 (and related legislation), and laws and regulations relating to the employment and payment of staff including, but not limited to, the Employment Rights Act 1996, the National Minimum Wage Act 1998 and the Pensions Act 2008.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements, which included reviewing the financial statement disclosures. This includes sample testing of monthly payroll records for the calculation of gross wages, payroll taxes and pension costs.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs and general staff overheads. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-foraudit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

### **Use of our report**

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

*Thomas & Young Limited*

Carleton House  
266-268 Stratford Road  
Shirley  
Solihull  
B90 3AD

Thomas and Young Limited  
Statutory Auditor  
Date: 17 July 2025

Thomas & Young Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

# Statement of Financial Activities

## (Including Income & Expenditure Account)

For the year ended 31st March 2025



Current Financial Year	Notes	Unrestricted 2025 £	Designated 2025 £	Restricted 2025 £	TOTAL 2025 £	TOTAL 2024 £
<b>INCOME FROM:</b>						
Donations and legacies	3	19,384	-	-	19,384	87,144
Charitable activities	4	811,733	-	2,589,497	3,401,230	3,269,940
Investments	5	22,777	-	-	22,777	22,894
<b>TOTAL INCOME</b>		<b>853,894</b>	<b>-</b>	<b>2,589,497</b>	<b>3,443,391</b>	<b>3,379,978</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	6	887,805	-	2,580,469	3,468,274	3,487,398
<b>TOTAL EXPENDITURE</b>		<b>887,805</b>	<b>-</b>	<b>2,580,469</b>	<b>3,468,274</b>	<b>3,487,398</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(33,911)</b>	<b>-</b>	<b>9,028</b>	<b>(24,883)</b>	<b>(107,420)</b>
Transfer between funds	10, 15 & 16	30,499	(30,499)	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(3,412)</b>	<b>(30,499)</b>	<b>9,028</b>	<b>(24,883)</b>	<b>(107,420)</b>
Total funds brought forward		1,076,972	520,499	16,200	1,613,671	1,721,091
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,073,560</b>	<b>490,000</b>	<b>25,228</b>	<b>1,588,788</b>	<b>1,613,671</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Statement of Financial Activities

## (Including Income & Expenditure Account)

For the year ended 31st March 2025



Prior Financial Year	Notes	Unrestricted 2024 £	Designated 2024 £	Restricted 2024 £	TOTAL 2024 £
<b>INCOME FROM:</b>					
Donations and legacies	3	87,144	-	-	87,144
Charitable activities	4	563,597	-	2,706,343	3,269,940
Investments	5	22,894	-	-	22,894
<b>TOTAL INCOME</b>		<b>673,635</b>	<b>-</b>	<b>2,706,343</b>	<b>3,379,978</b>
<b>EXPENDITURE ON:</b>					
Charitable activities	6	666,143	-	2,821,255	3,487,398
<b>TOTAL EXPENDITURE</b>		<b>666,143</b>	<b>-</b>	<b>2,821,255</b>	<b>3,487,398</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>7,492</b>	<b>-</b>	<b>(114,912)</b>	<b>(107,420)</b>
Transfer between funds	10, 15 & 16	124,230	(125,760)	1,530	-
<b>NET MOVEMENT IN FUNDS</b>		<b>131,722</b>	<b>(125,760)</b>	<b>(113,382)</b>	<b>(107,420)</b>
Total funds brought forward		945,250	646,259	129,582	1,721,091
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,076,972</b>	<b>520,499</b>	<b>16,200</b>	<b>1,613,671</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Balance Sheet

For the year ended 31st March 2025



	Notes	2025		2024	
		£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	11	145,887		72,434	
Investments	12	106,149		104,570	
Cash at bank and in hand		1,603,271		1,735,596	
		<u>1,855,307</u>		<u>1,912,600</u>	
<b>CREDITORS</b> : amounts falling due within one year					
	13	<u>(266,519)</u>		<u>(298,929)</u>	
<b>NET CURRENT ASSETS</b>			<b>1,588,788</b>		1,613,671
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>1,588,788</b>		1,613,671
<b>FUNDS</b>					
Unrestricted			1,073,560		1,076,972
Designated	15		490,000		520,499
Restricted	16		25,228		16,200
<b>TOTAL FUNDS</b>			<b>1,588,788</b>		1,613,671

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 8th July 2025.

**E D Needham**  
Trustee

Company Registration No. 07083844

# Statement of Cashflows

as at 31st March 2025



	Notes	2025 £	2024 £
<b>CASH OUTFLOW FROM OPERATING ACTIVITIES</b>	19	<u>(153,523)</u>	<u>20,638</u>
<b>CASHFLOW FROM INVESTING ACTIVITIES</b>			
Payment to acquire tangible fixed assets		-	-
Bank interest received		<u>21,198</u>	<u>21,592</u>
<b>NET CASH INFLOW FROM INVESTING ACTIVITIES</b>		<u>21,198</u>	<u>21,592</u>
<b>NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS</b>		<u>(132,325)</u>	<u>42,230</u>
<b>CASH AND CASH EQUIVALENTS AT THE START OF PERIOD</b>		<u>1,735,596</u>	<u>1,693,366</u>
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>		<u><u>1,603,271</u></u>	<u><u>1,735,596</u></u>
<b>CASH AND CASH EQUIVALENTS CONSISTS OF:</b>			
Cash at bank and in hand		<u><u>1,603,271</u></u>	<u><u>1,735,596</u></u>



## 1. ACCOUNTING POLICIES

### Basis of Preparing Financial Statements

The financial statements have been prepared in accordance with the charitable company's articles of association; the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Standard applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under historical cost convention. The principal accounting policies adopted are set out below.

### Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In the event of the Charity being wound up, the liability in respect of Guarantee is limited to £10 per member of the Charity.

### Charitable Funds

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

Designated funds comprise of unrestricted funds that have been set aside by the Trustees for specific purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

### Income Recognition

All incoming resources are included in the Statement of Financial Activities (Sofa) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant are recognised at the time of the donation.

Grant income is accounted for under the performance model and is recognised when there is evidence of entitlement, receipt is probable, and the amount can be measured reliably.



## 1. ACCOUNTING POLICIES (CONT'D)

### Resources Expended

Liabilities are recognised for the amounts the charity anticipates it will have to pay to settle a debt or the amounts that it has received in advance as payment for the services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity. Costs are allocated on a time spent basis across all income received to conduct the core activities of the charitable company. Other expenditure represents those items not falling into any other heading.

Any capital expenditure less than £1,000 is not considered for capitalisation.

### Governance Costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

### Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

### Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

#### Other financial assets

Other financial assets comprise current asset investments being monies placed on deposit on terms exceeding 90 days.

#### Basic financial liabilities

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

#### Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

# Notes to the Financial Statements

For the year ended 31st March 2025



## 1. ACCOUNTING POLICIES (CONT'D)

### Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### Pension costs and other post-retirement benefits

The Charity operates a defined contribution pension scheme. Contributions payable to the pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

### Leases

Rentals payable under operating leases, including any lease incentives received, are chargeable as an expense on a straight-line basis over the term of the relevant lease.

## 2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of the assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity and is a critical judgement in the preparation of these financial statements.

Unrestricted charitable activities income includes income received under service contract to provide counselling services that is invoiced on a flat monthly fee basis based on an anticipated annual level of counselling sessions being provided. At the year end the charitable company had current year commitments to provide future counselling sessions under this service contract. On the basis that the performance-related conditions of this income has not been fully met at the year end, a proportion of the current year income received under this service contract has been deferred. The calculation of the amount of income to be deferred is based on various assumptions as to how many future counselling sessions each individual participating in this scheme will require in the future (up to a maximum of 10 counselling sessions per participating individual as per the service contract). The calculation of the level of income deferred is a critical accounting estimate in the preparation of these financial statements. The level of deferred income at the year-end is disclosed in note 13 of these financial statements.

## 3. DONATIONS AND LEGACIES

	Unrestricted 2025 £	Restricted 2025 £	TOTAL 2025 £	Unrestricted 2024 £	Restricted 2024 £	TOTAL 2024 £
Donations and gifts	19,384	-	19,384	87,144	-	87,144

# Notes to the Financial Statements

For the year ended 31st March 2025



## 4. CHARITABLE ACTIVITIES

	Unrestricted 2025 £	Restricted 2025 £	TOTAL 2025 £	Unrestricted 2024 £	Restricted 2024 £	TOTAL 2024 £
Income for charitable activities	<u>811,733</u>	<u>2,589,497</u>	<u>3,401,230</u>	<u>563,597</u>	<u>2,706,343</u>	<u>3,269,940</u>

	2025 £	2024 £
Included within income relating to provision of core services are the following grants:		
Children in Need	12,000	-
Edward Cadbury Trust	-	4,000
Evesons Charitable Trust	-	40,000
Herefordshire Community Safety Partnership	-	4,700
Herefordshire Safer Communities Fund	42,717	-
Herefordshire Together Fund	8,538	-
Masonic Charitable Fund	(1,550)	
Kildare Trust	-	25,000
PCC Counselling	192,501	292,501
Rape Support Funds	-	137,209
RASASF	219,482	146,321
PCC Safer Streets 5	113,784	63,842
Tesco	-	1,000
William Cadbury Trust	-	20,000
Worcestershire County Council	1,102	-
	<u>588,574</u>	<u>734,573</u>

## 5. INVESTMENTS

	Unrestricted 2025 £	Restricted 2025 £	TOTAL 2025 £	Unrestricted 2024 £	Restricted 2024 £	TOTAL 2024 £
Bank interest receivable	<u>22,777</u>	<u>-</u>	<u>22,777</u>	<u>22,894</u>	<u>-</u>	<u>22,894</u>

# Notes to the Financial Statements

For the year ended 31st March 2025



## 6. CHARITABLE ACTIVITIES

	Notes	Total 2025 £	Total 2024 £
Staff costs	9	2,495,808	2,551,585
Capacity workers		621,080	550,209
Counsellors		-	655
Supervision		29,200	30,625
Training		28,727	41,317
Volunteer and staff travel		47,962	56,322
Premises		80,349	87,230
Outreach work		16,422	11,927
Stationery and books		5,817	12,883
Office expenses and consumables		11,911	19,248
Telephone		21,820	31,120
ICT		70,040	56,516
Advertising		-	382
Insurance		5,453	15,435
Professional fees		13,038	737
Other costs		11,648	11,155
Sundries		2,399	3,452
		<u>3,461,674</u>	<u>3,480,798</u>
Governance costs	7	6,600	6,600
		<u>3,468,274</u>	<u>3,487,398</u>
Analysed by fund			
Unrestricted funds		887,805	666,143
Restricted funds		2,580,469	2,821,255
		<u>3,468,274</u>	<u>3,487,398</u>

## 7. GOVERNANCE COSTS

		2025 £	2024 £
Audit fees	Governance of charitable activities	<u>6,600</u>	<u>6,600</u>

# Notes to the Financial Statements

For the year ended 31st March 2025



## 8. TRUSTEES (including related party transactions)

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, nor were any expenses reimbursed (2024: £Nil).

During the year company secretarial services were provided by Kendall Wadley LLP of which Elizabeth Needham a Trustee is a partner. These amounted to £120 (2024: £13). Year end creditor due to Kendall Wadley of £Nil (2024: £Nil).

## 9. STAFF COSTS AND KEY MANAGEMENT PERSONNEL

	2025 £	2024 £
Wages and salaries	2,100,415	2,144,606
Social security costs	188,277	193,365
Pension costs	207,116	213,614
	<u>2,495,808</u>	<u>2,551,585</u>

	2025 Number	2024 Number
The average number of employees during the year was as follows:		
Chief Executive	1	1
Staff managers	3	2
Operational and administrative staff	91	91
	<u>95</u>	<u>94</u>

No employee received total emoluments of more than £60,000 in the year (2024: Nil)

The charity operates a defined contribution plan for the benefit of its employees.

During the year the total paid to key management was £178,124 (2024: £168,121)

## 10. TRANSFERS

Transfers relate to the release of funds on completed projects as agreed with the fund providers.

# Notes to the Financial Statements

For the year ended 31st March 2025



## 11. DEBTORS

	2025 £	2024 £
Trade debtors	80,879	36,055
Prepayments and accrued income	65,008	36,379
	<u>145,887</u>	<u>72,434</u>

## 12. CURRENT ASSET INVESTMENTS

	2025 £	2024 £
Cash equivalents on deposit	<u>106,149</u>	<u>104,570</u>

## 13. CREDITORS: Amounts falling due within one year

	Note	2025 £	2024 £
Trade creditors		19,962	45,713
Social security and other taxes		40,709	45,006
Deferred contract income	2	163,707	120,651
Deferred income		7,400	29,855
Accruals		30,262	54,566
Other creditors		4,479	3,138
		<u>266,519</u>	<u>298,929</u>

## 14. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

### Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £207,116 (2024: £213,614).

The pension liability and expense are allocated to unrestricted or restricted based upon the employee that the contribution is for.

The outstanding pension contributions at the year end amounted to £Nil (2024: £523).

# Notes to the Financial Statements

For the year ended 31st March 2025



## 15. DESIGNATED FUNDS

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for the specific purpose described below:

	Balance at 1 April 2023 £	Movement in funds £	Balance at 1 April 2024 £	Movement in funds £	Balance at 31 March 2025 £
Winding up provision	320,983	(20,983)	300,000	15,000	315,000
Legal and professional advice	100,000	-	100,000		100,000
PCC Contracts	47,375	-	47,375	(22,375)	25,000
Purple Leaf Staffing	-	31,951	31,951	18,049	50,000
Counselling service	177,901	(136,728)	41,173	(41,173)	-
	<u>646,259</u>	<u>(125,760)</u>	<u>520,499</u>	<u>(30,499)</u>	<u>490,000</u>

WMRSASC recognises the complexities of working within the sexual violence field and a such ensures that there are sufficient funds available to ensure that no clients are left without support should there be a need to close the organisation. WMRSASC has a clear exit strategy should additional funding not be forthcoming which includes staff redundancy, commitments to any debtors and ethical endings within the therapeutic relationships.





## 16. RESTRICTED FUNDS (CONT'D)

**RASASF** (Rape and Sexual Abuse Support Fund) from August 2023 - grant directed through the Ministry of Justice to provide specialist support to female and/or male victims of sexual abuse.

**Safer Streets 5** - grant for the delivery of training for community ambassadors and for school pupils to act as mentors to enable them to recognise and challenge inappropriate sexual activity.

**Other** - 2024 Tesco Grant CYP resources and Herefordshire Community Safety Partnership Train the Teacher project grant.

## 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2025 are represented by:				
Current assets/(liabilities)	<b>1,073,560</b>	<b>490,000</b>	<b>25,228</b>	<b>1,588,788</b>
Fund balances at 1 April 2024 are represented by:				
Current assets/(liabilities)	1,076,972	520,499	16,200	1,613,671

## 18. OPERATING LEASES

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows

	2025 £	2024 £
Within 1 year	<b>17,396</b>	47,013
Between 2 and 5 years	-	15,777
More than 5 years	-	-
	<b>17,396</b>	<b>62,790</b>
Rent paid under operating leases in the year	<b>51,124</b>	51,324

All operating lease payments are treated as an expense.

# Note to the Financial Statements

For the year ended 31st March 2025



## 19. CASH INFLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net expenditure for the year	<b>(24,883)</b>	(107,420)
Adjustments for:		
Investment income recognised in statement of financial activities	<b>(22,777)</b>	(22,894)
Movements in working capital		
(Increase)/decrease in debtors	<b>(73,453)</b>	117,497
(Decrease)/increase in creditors	<b>(32,410)</b>	33,455
	<b><u>(153,523)</u></b>	<u>20,638</u>

## 20. ANALYSIS IN CHANGES IN NET FUNDS

The charitable company had no debt during the year.

## 21. ULTIMATE CONTROLLING PARTY

The charity is controlled by the Trustees.

**WMRSASC  
PO Box 240  
Worcester  
WR1 2LF**

**Worcester Office: 01905 611655  
Hereford Office: 01432 266551**

**eMail: [office@wmrsasc.org.uk](mailto:office@wmrsasc.org.uk)**

**[www.wmrsasc.org.uk](http://www.wmrsasc.org.uk)**



**Charity Registration No. 1136677 Company No. 07083844**

**West Mercia Rape & Sexual Abuse Support Centre is company limited by guarantee in England and Wales.  
Registered Office is Kendall Wadley. Chartered Accountants, 71 Graham Road, Malvern, Worcestershire, WR14 2JS.  
Please note this is not part of any WMRSASC premises.**

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

England & Wales - Charity number 1136677

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# Accounts

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**West Mercia  
Rape and Sexual Abuse  
Support Centre**



Trustees' Annual Report & Financial Statements

Year ended 31st March 2024

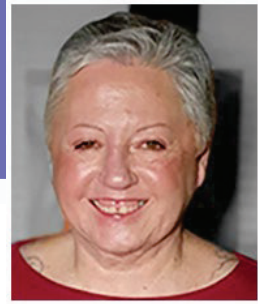
# Contents

Message From The Chair	1
Introduction From The CEO	2
Trustees' Report	3
Objects & Activities	4
Organisational Tree	5
Strategic Aims	6
Organisational Values	7
Early Intervention & Prevention Services	8
Cope & Recover	14
Consultative Services	19
Future Plans	21
Financial Review	22
Structure, Governance & Management	24
Responsibilities Of The Trustees	26
Independent Auditor's Report	27
Statement of Financial Activities	31
Balance Sheet	33
Statement Of Cashflows	34
Notes To The Financial Statements	35

**West Mercia  
Rape & Sexual Abuse  
Support Centre**



## Message from the Chair



It's an odd thing to think that I was born in the last century, even weirder that post-war rationing didn't end until the same year. Given the ongoing glacial pace of improving women's rights, it still astonishes me that much of the significant financial legislation only started emerging from the 1960s onwards, while the persistence of a gender pay gap today, in the 21st century, beggars belief.

Even more appalling is that so little has changed in the way women are disrespected and violated. The only difference is that now we're able to talk about it without the same level of fear about being ostracised. There is more willingness to believe us when we say we've been groped in a club, or raped after our drink was spiked, or been abused as a child by a child.

Of course, we know that men and boys are affected – society is an equal opportunity abuser after all. That's why WMRASAC provides such a wide range of services. For all that, we continue to operate from a feminist perspective because it remains a fact that sexual violence is still predominantly males abusing females.

It's somewhat disheartening that, in terms of writing this message, I could easily have used last years' version. We are still under-funded, the team are still over-worked, our client numbers are still increasing, and demand still outstrips supply. Worse was the hammer-blow of a 47% reduction in funding from the Ministry of Justice, putting our counselling services in particular at grave risk. We are still struggling to come back from this at the time of writing. Sadly, we have had little support from any of our local MPs, some of whom remain convinced 'this type of thing' doesn't happen in their constituency.

However, the team is fantastic at creating magic and they are always coming up with new ways to serve our clients. For example, we are doing more in prevention, with a wider range of services in schools to educate young people and raise awareness around behaviours. We have a group supporting the night-time economy and Safer Streets initiatives. Another group looked at ways to support clients on our waiting lists and April 2023 saw our Wellbeing Hub go live, following a test period to fine tune its performance and the resources available.

The last year has also seen us expanding the Trustee Board and filling some of the gaps we had identified, in terms of diversity and skill sets. It's always good to bring fresh ideas to a board and I'm really excited for this latest evolution.

It only remains for me to remind the whole WMRASAC team that you have my utmost respect and admiration as the superheroes you are, and to thank our courageous clients for the trust they place in us.

Joy Griffiths

## Introduction from the CEO



Writing the introduction for this year's annual report has given me the opportunity not only to reflect on the challenges and triumphs of the past year but also of the past 20 years. I came into post in June 2004 and had already been with the centre for two years as a volunteer counsellor. It has been a huge privilege to lead this brilliant, effective organisation, with its incredibly dedicated and knowledgeable staff team and to work with and meet survivors.

In 2004, we had less than £2,000 in the bank, had a staff team of two and I remember thinking we were busy when we had four referrals in one month. Our premises were cramped, wholly unsuitable and next door to Foregate Street station. The opening hours of the helpline coincided with the trains idling by the bridge and shaking the building from the foundations. The lack of funding looked like we would close but Worcester agencies were supportive, I recall probation, the community safety partnership and a couple of charitable trusts making grants and donations to keep us afloat.

Fast forward 20 years and the bank balance and staff team have increased, we have safe, secure premises in Hereford, Worcester, Shrewsbury and Kidderminster, new services have been developed and referrals and clients in service are at an all-time high. This year our services have received 3,324 referrals overall, a staggering 277 per month, and we are still struggling for funding. The Ministry of Justice cut in funding was devastating, it has impacted upon our ability to deliver services and we are still facing a significant shortfall for this year. We have been fortunate to receive support from charitable trusts but surely, by now, the funding for our service and the sector should be secure and sustainable. We still do not have any funding from local authorities, or the local Integrated Care Boards despite the numbers of referrals they send us. Working in this sector is challenging. Not only do we work with trauma and abuse daily, but we are also faced with a chronic lack of funding and resources – constantly chasing money diverts attention and energy from service development and delivery. It is not just us, at the time of writing, I have just been to a Rape Crisis (England & Wales) meeting and heard that Suffolk Rape Crisis is closing next month. It is primarily due to a lack of funding. Suffolk launched in 2011 as a new and emerging centre in the same lot of funding that we secured to launch our Herefordshire Centre. Most of the centres in the sector are facing an uncertain future and sad to say, this has been one of the one unchanging threads in the past 20 years.

I remain incredibly proud of the team, the work they do, and I remain inspired by the bravery of the clients who seek our support.

Jocelyn Anderson

# Trustees' Report (Including Director's Report)

The Trustees present their report and accounts for the year ended 31 March 2024. The Trustees' report satisfies the requirements of a directors' report as required by Company Law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

## Reference and administration information

Company Name	West Mercia Rape and Sexual Abuse Support Centre (WMRSASC)
Charity Number	1136677
Company Number	07083844
Principal Office	PO Box 240, Worcester, WR1 2LF
Registered Office	Granta Lodge, 71 Graham Road, Malvern, WR14 2JS

## Trustees

The directors of the charitable company are also its trustees for the purpose of charity law. The trustees who have served during the year and since the year end were as follows:

J Griffiths (Chair)	E Needham (Treasurer)
C Hughes	D Johal
A Khan	S Patterson (resigned 30.04.24)
L Nash (appointed 25.10.23)	M Blewitt (appointed 01.04.24)

## Key Management Personnel

Chief Executive Officer	J Anderson
Head of Operations	D Griffiths
Head of Operations, EIPW	K Best
Head of Finance	K Merrick (resigned 30.06.23, re-appointed 01.03.24)

## Professional Advisers

Auditor	Thomas & Young Limited, Carleton House, 266-268 Stratford Road, Shirley, B90 3AD
Bankers	Lloyds Bank plc, 4 The Cross, Worcester, WR1 3PY

## Objects & Activities

WMRSASC's charitable objects are:

*"to relieve sickness and distress by providing specialist support services and interventions for survivors of all forms of sexual violence, harm, exploitation and abuse, with support extended to their families. Our services include the provision of preventative work, education and training for groups and individuals".*

Summary of main activities WMRSASC provides:

West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) is a registered charity that was established within Worcestershire in 1986, expanded to Herefordshire in 2011 and Shropshire in 2019. WMRSASC's services are rooted in feminist and human rights perspectives. These perspectives allow us to recognise that sexual violence is both a cause and consequence of gender inequality within our society and so is a crime that disproportionately affects women and girls.

Services expanded gradually to include counselling support and the launch of the first Independent Sexual Violence Advocate within the West Mercia Police area in 2007. 2011 saw the expansion into Herefordshire with support from the Ministry of Justice's New and Emerging Centre Initiative. In 2013, the advocacy services were extended to men, children and young people (aged 11+) with counselling services extended in 2015. In 2016, both the counselling and advocacy services began supporting children from the age of five years.

In 2018 we developed our Branch Project to support children and young people who have experienced or are at risk of sexual exploitation, expanding this work to Shropshire in 2019. In 2020 we launched Purple Leaf, our early intervention and prevention arm, providing education, training, and our assessment and support for children exhibiting sexualised behaviours.

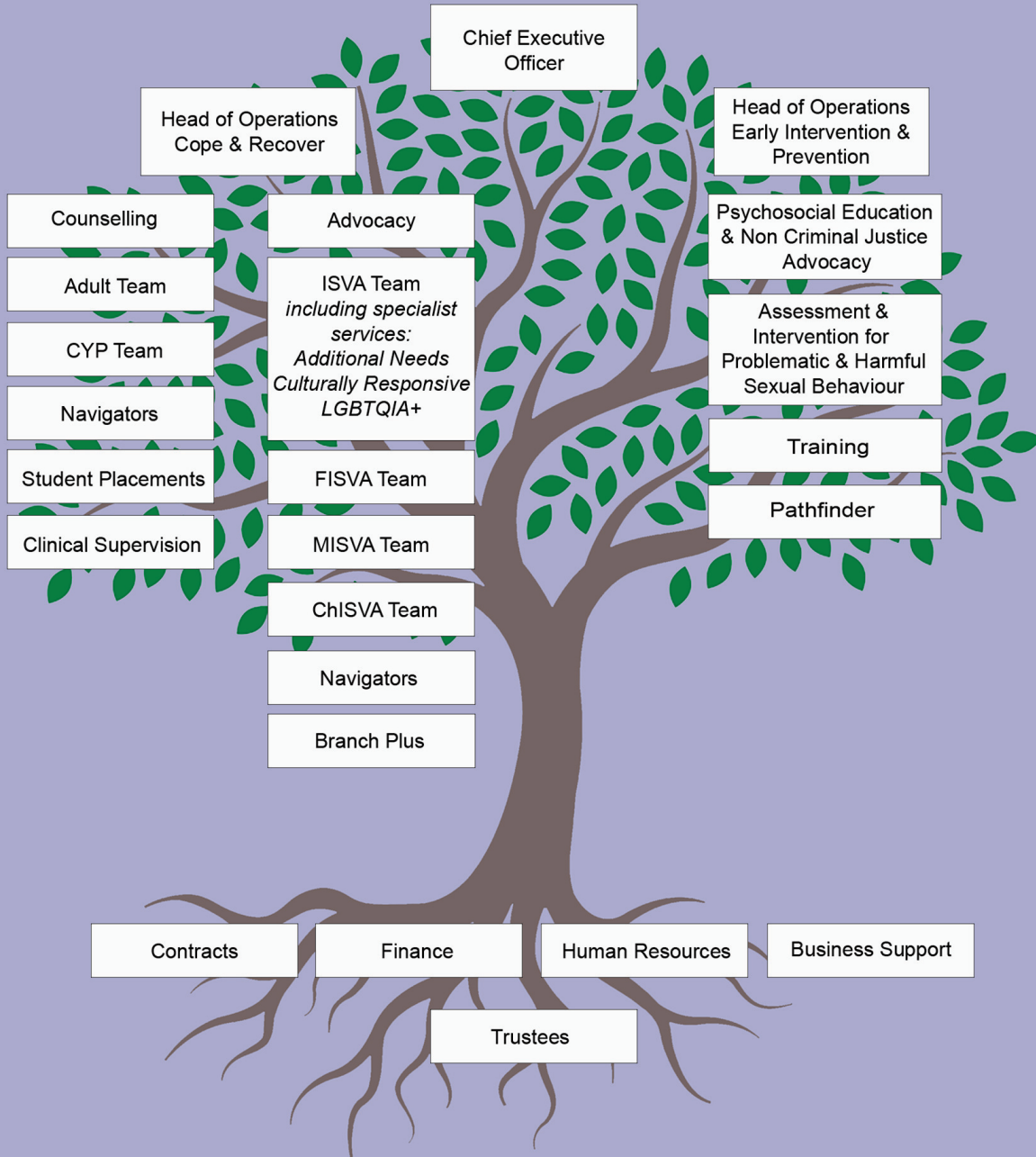
From 2023 onwards, through Safer Streets 4 initiative and commissioned training contracts we have worked within communities in West Mercia, Essex and Cheshire with community leaders, regulators, businesses, schools, and colleges has equipped over 647 people with the skills to challenge inappropriate behaviours safely and effectively, respond in disclosures in a trauma informed way, and know where to refer and signpost survivors. Whilst recognising sexual violence affects all genders, we support the need for women only spaces that acknowledge the disproportionate impact of sexual violence on women and girls. Therefore, we maintain and create women only spaces which provide a safe, supportive, and empowering environment that enhances the therapeutic and support services within WMRSASC.

We are dedicated to challenging the societal norms that perpetuate sexual violence and advocating for a world where everyone can live free from abuse and violence. Through education, outreach, and support, we strive to create lasting change in our community and beyond.

# WMRSASC Organisational Tree



Established in 1986, West Mercia Rape and Sexual Abuse Support Centre is a registered charity (1136677) providing specialist support, advocacy and training services. We currently employ 89 members of staff and have 4 volunteers, 2 sessional counsellors, 14 student counsellors and 7 trustees.



April 2024

## Strategic Aims



### Early Intervention and Prevention

- \* Deliver an effective assessment and early intervention service for children and young people and their families impacted by problematic or harmful sexual behaviours.
- \* Develop a family support service for families impacted by sibling sexual behaviours.
- \* Deliver psychosocial education to children and young people in schools, community settings and on an individual basis.
- \* Develop and deliver psychosocial education, stabilisation and support interventions for adults in group settings or on an individual basis.



### Cope and Recover

- \* Deliver accessible practical and emotional support to survivors, co-survivors and supporters through the provision of advocacy and therapeutic pathways.
- \* Develop a youth service for young people aged 15 –24 within the current therapeutic support pathway.
- \* Develop our family support offering across all pathways.
- \* Provide a range of support options for clients to make empowered choices about their support needs.
- \* Develop and deliver range of specialist by and for service pathways recognising the diverse and individual needs of clients.

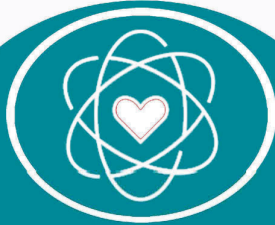


### Consultative Services

- \* Develop, market, and deliver a suite of practitioner and professional accredited and bespoke training packages to provide trauma informed responses to disclosures of sexual violence and effective preventative measures within organisations and communities.
- \* Develop and market a consultation, information and advice service for organisations and individual practitioners to support policy and process development.
- \* Deliver a clinical and consultative supervision service for sexual violence practitioners and aligned professionals.
- \* Develop and market the Wellbeing Hub to enable it to be purchased by external organisations.

**Decision Making Principles** We balance the needs of the client, the team and the organisation in every decision we make in order to provide the best service for survivors.

## Organisational Values



### **Integrity**

We are ethical and respectful at all times, inspiring trust from our clients and each other, consistently delivering our commitments by standing our ground and challenging inappropriate behaviour and injustice.



### **Empowerment**

We take responsibility for our own actions, supporting others to do the same by developing our own skills and abilities and fostering the same sense of self care and self-worth in our clients and each other.



### **Accountability**

We are accountable in our own decision-making processes for continual improvements in the services we offer. We collaborate with partners and listen to the voice of our service users to ensure that we offer the best service we can.



### **Inclusivity**

We welcome, value, and respect all people, providing non-judgemental, accessible spaces and striving to address barriers and challenge sources of oppression. We embrace flexibility and authenticity in how we deliver our services so that they can best meet the needs of our individual clients and staff, recognising the range of experiences they bring.

## Early Intervention & Prevention Services

### **Psychosocial Education Programme.**

Purple Leaf deliver Psychosocial Education to children and young people impacted by Child Sexual Exploitation. Sessions continue to be provided in groups or on a 1:1 basis across Herefordshire, Worcestershire, and Shropshire.

We have delivered 1,082 group sessions this year. We have worked with the Police and Crime Commissioner (PCC) to focus our delivered on targeted groups which are smaller and tailored to specific needs of groups of children in individual school settings.

Our 1:1 service has seen a 57% increase in referrals during the last 12 months and we have provided 699 sessions to individual children and young people (CYP). Our 1:1 service now includes delivering interventions for children who have both experienced sexual harm themselves and are displaying inappropriate / problematic sexualised behaviours.

We are also providing wraparound support for parents and carers of those children and young people we are working with to ensure a holistic approach.

### **Problematic and Harmful Sexualised Behaviour**

We have seen an increase of 102% in referrals for CYP displaying some level of sexualised behaviours into our service. To ensure a consistent approach that recognises the risk and needs of the individual young person, we have developed a pre-assessment process to enable us to identify the most appropriate pathway of support and intervention.

For CYP whose risk and needs exceed our core psychosocial education programme, we have been commissioned to complete 6 specialist AIM (Assessment, Intervention, Moving On) assessments and to deliver 2 intervention programmes.

### **Transition**

Quarter 4 this year provided an opportunity to review our pathways of psychosocial education and non-criminal justice advocacy for children and young people. We worked in collaboration with the PCC to define a service model for the contract extension for 2024/25, enabling us to continue to provide 1:1 psychosocial education and non-criminal justice advocacy. Those CYP who need to access support through the criminal justice system receive support through our Cope and Recover pathways.

### **Collaboration**

We continue to work closely with other professionals and organisations to promote the importance of early intervention for those affected by sexual harm. This has included collaboration with Local Authorities services, Education providers, Community Safety Partnerships, Youth Justice, Axis, West Mercia Women's Aid and Climb.

### **Pathfinder Project**

January 2024 saw the launch of a two-year pilot project with WMRSASC and the NHS. The project is focused on providing a range of support options for adults with complex mental health needs as a result of sexual violence trauma.

The project is focused on delivering services that are based on what clients tell us they need. We have established a survivor focus group who are working with us to both design our pathway offering and provide specific input on ensuring delivery has client voice at the centre of what we are doing.

## Early Intervention & Prevention Services

We are delivering a range of interventions including:

1:1 support - the provision of up to 12 sessions of psychosocial education and non-criminal justice advocacy to support clients to resolve any practical issues that are hindering their recovery.

Group support - the provision of a peer support group for clients to build effective peer network relationships.

Psychosocial Education - the provision of information on response to trauma, coping and grounding techniques, self-esteem and confidence building skills.

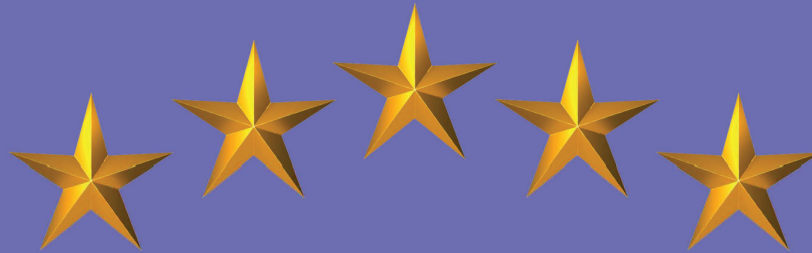
Our partnership with the NHS provides a psychologist, enabling us to ensure that clients whose risk and needs require a more in-depth psychological assessment and access to psychological interventions can access a pathway.

At the end of March, we have already received 55 referrals for the new service and are really excited at the opportunity this multi-agency partnership provides for ensuring clients get access to the right support when they need it.

The Pathfinder Project team are also providing a range of training interventions for multi-agency partners to raise awareness about sexual violence and the immediate and long-term impacts on survivors. The training will focus on ensuring a consistent approach to responding to a disclosure of sexual violence and ensuring we all work in a trauma informed way with survivors. We have delivered 4 courses to date, all receiving 100% positive feedback that the course had met the learning outcomes and improved their understanding of sexual violence and how to respond.

## Early Intervention & Preventions Services

### Feedback from clients

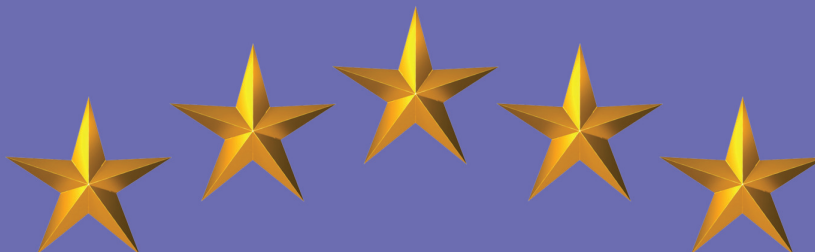


### Feedback From Adults

“ I would just like to say a huge thank you for giving me this space to come & talk and be a part of something so magical they helped me to realise that my past and who I became because of my trauma is a chapter I can close and move on from. I can be the best version of myself regardless of my past, my life isn't over because of the trauma I suffered, and I saw that there is a light at the end of the tunnel from the second I walked into group. ”

“ These sessions have been an absolute lifeline for me. They have offered a safe, supportive space where I could talk openly, and I would really be listened to and have my feelings validated. ”

“ The sessions have helped me enormously. I will miss the time on the sessions, but I have learnt a lot about myself and how to be kinder to myself and I felt heard and listened to and supported. ”



## Feedback From Children & Young People Group Sessions

To talk about what made us feel safe and unsafe.

I now feel confident to understand how to identify healthy & unhealthy behaviours.

Presentation was fun but informative.

Everyone shared their own opinion and understanding what's going on.

Lots of information about feeling safe and the capacity to consent.

The lessons were useful to help me understand.

Learning about human rights and healthy relationships.

Gave me a better understanding of consent.



## Feedback From Children & Young People 1:1 Sessions

Playing and listening to music.

I liked talking about my day, how I feel and being able to talk about stuff that has upset me in the past.

Talking whilst playing with sand made it easier.

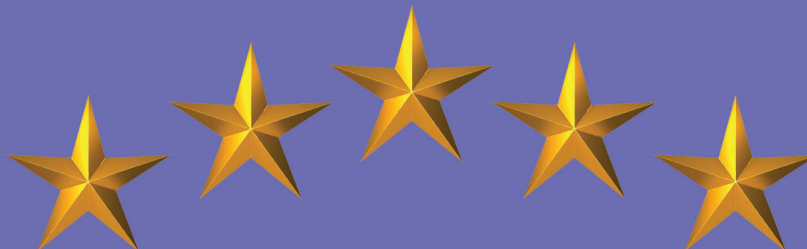
Getting things off your chest. Having someone to talk to about things.

It was useful to talk about the key messages I wrote down as well as knowing myself more.

My worker understood what I was on about. It felt happy and safe.

All of it, it was quite fun.

Easy to talk to with my worker.



## Feedback From Schools

“ The sessions were incredibly valuable to everyone in the class. They have been engaged and interested and have asked questions about the topics all week. It has given all the children a better understanding of consent and what to do when things go wrong. Come back next year!  
(Class Teacher, Herefordshire school) ”

“ Great relationship building with students.  
(SEN Teacher) ”

“ Liked the informal and relaxed delivery. Both approachable and humorous about difficult subjects.  
(Teacher - Pupil Referral School) ”

## Cope & Recover

We have received a total of 3,062 referrals into our Cope and Recover Services this year. Within Cope and Recover we offer a range of therapeutic support options (including pre-trial therapy and counselling) as well as advocacy support for CYP and Adults who are considering reporting their experiences to the police. Both services operate a central hub of navigators providing a single point of contact as they enter the service and thereby ensuring that clients are referred to the most appropriate service for their individual risk and needs.

### Advocacy

Our Advocacy navigator team processed 1,689 referrals for advocacy support this year, 1,063 of which were supported by WMRSASC's Independent Sexual Violence Advocates (ISVA) and specialist Child Sexual Exploitation (CSE) workers (BRANCH team), with the remainder supported by partner agencies.

The introduction of the Navigator role has enabled 164 ISVA clients to have their needs met at first contact through the provision of one-off / immediate support by navigators. This is a positive development of the introduction of skilled, ISVA qualified Navigators, enabling effective initial assessments that provided the appropriate risk and needs based contact. We have been able to support their needs efficiently and it has meant that those clients whose needs require a longer intervention and support plan have a reduced waiting time for ISVAs.

We have recruited a Navigator Team Lead to continue to develop the navigator role and providing resilience and supervisory support to the navigators.

We continue to develop specialisms within our team to support clients who may have specific needs within our communities.

Whilst specialist ISVAs have specific caseloads, their roles have also contributed to increased knowledge, guidance, and resource development across the wider teams, providing additional benefits to all.

Specialisms include:

YPISVA – Supporting young people who are impacted by sexual abuse and domestic abuse in a peer relationship.

MISVA – Supporting people who request a male ISVA.

ISVA with LGBTQIA+ specialism.

ChISVA with child sexual exploitation specialism.

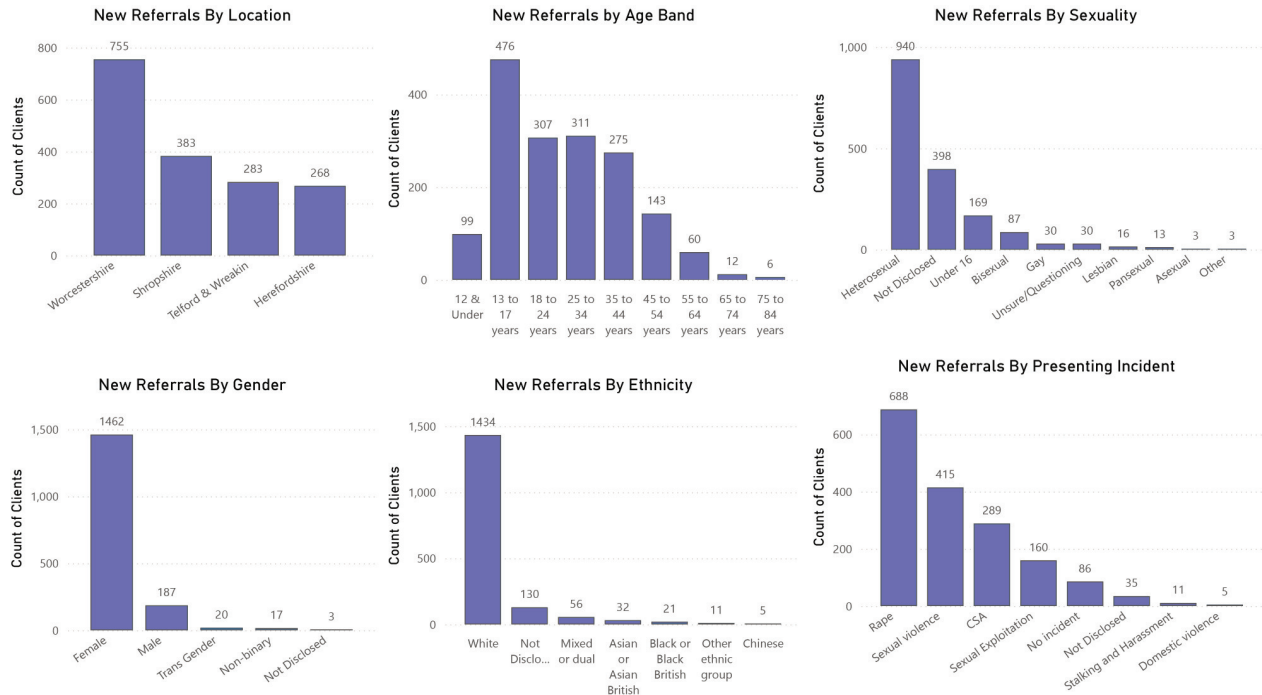
Culturally Responsive ISVA (CRISVA) supporting Minoritised Ethnic communities.

ISVA with Additional Needs and Disability specialism.

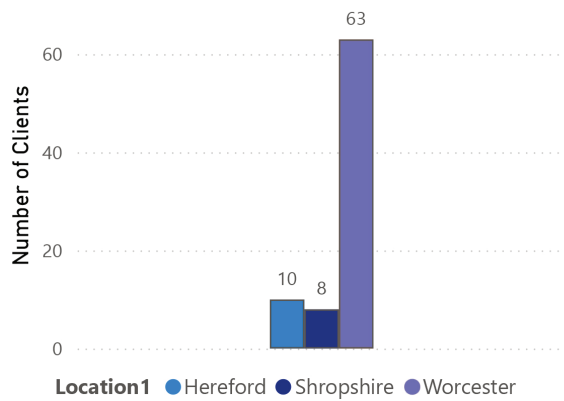
Adult Sexual Exploitation (ASE) is a specific area where we have focused on ensuring that the whole team benefit from having a specialist worker. Our experience to date has demonstrated that clients are unlikely to disclose ASE at the point of referral due to societal views, myths, and feelings of shame. This means that it can be difficult to allocate to a specific worker due to the people we support not disclosing ongoing ASE until they have built trust with their ISVA.

A number of our staff team have moved on to other roles within WMRSASC and outside of our organisation. We are proud of the work they have done with us and know that the knowledge they take with them in how to support and respond to survivors of sexual violence has great social value. Operationally, turnover of staff has meant that our existing team continue to provide exceptional support to clients whilst recruiting new team members and in a challenging environment where we continue to see long delays in criminal justice processes. The team continue to rise to this challenge and their efforts and hard work is appreciated.

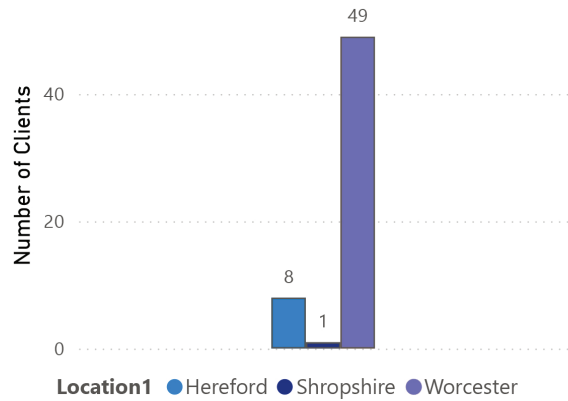
## Advocacy New Referrals Data Analysis



### Advocacy Waiting Lists as of 31/03/2023



### Advocacy Waiting Lists as of 31/03/2024



## Cope & Recover

### Counselling

In this reporting period we received a total of 1,373 referrals, of which 1,040 were for the WMRSASC counselling service, 851 adults and 189 CYP. 333 referrals were received and processed through the West Midlands Paediatric Sexual Assault Referral Service for fast-track counselling. This service ensures CYP receive immediate support after attending a forensic medical at the SARC (Sexual Assault Referral Centre).

All adult clients are now able to access the Wellbeing Hub from the point of referral. The Wellbeing Hub provides clients with information about waiting list times, enables them to choose their preferred day and time for appointments and enables them to access a set of online, self-help resources.

Funding has been a significant challenge for our counselling service this year. Our central government, Ministry of Justice funding was cut by 47%, leading to a reduction in the number of counselling sessions we have been able to provide since August 2023. This has had a consequential impact on waiting list times with adults now waiting 10 months for appointments and children waiting for up to 12 months.

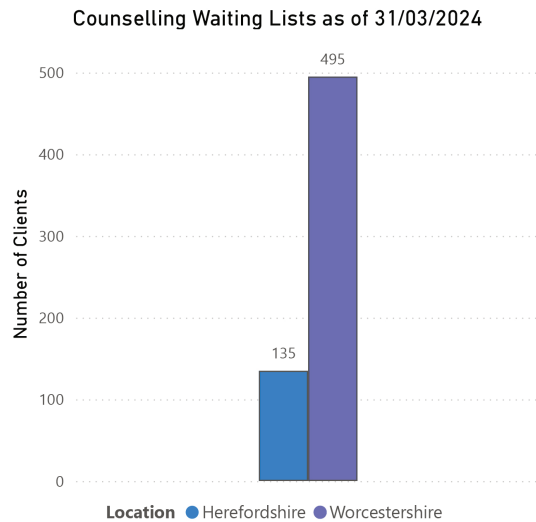
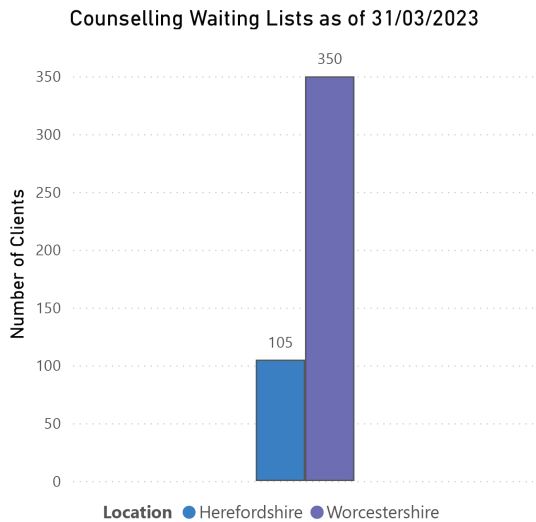
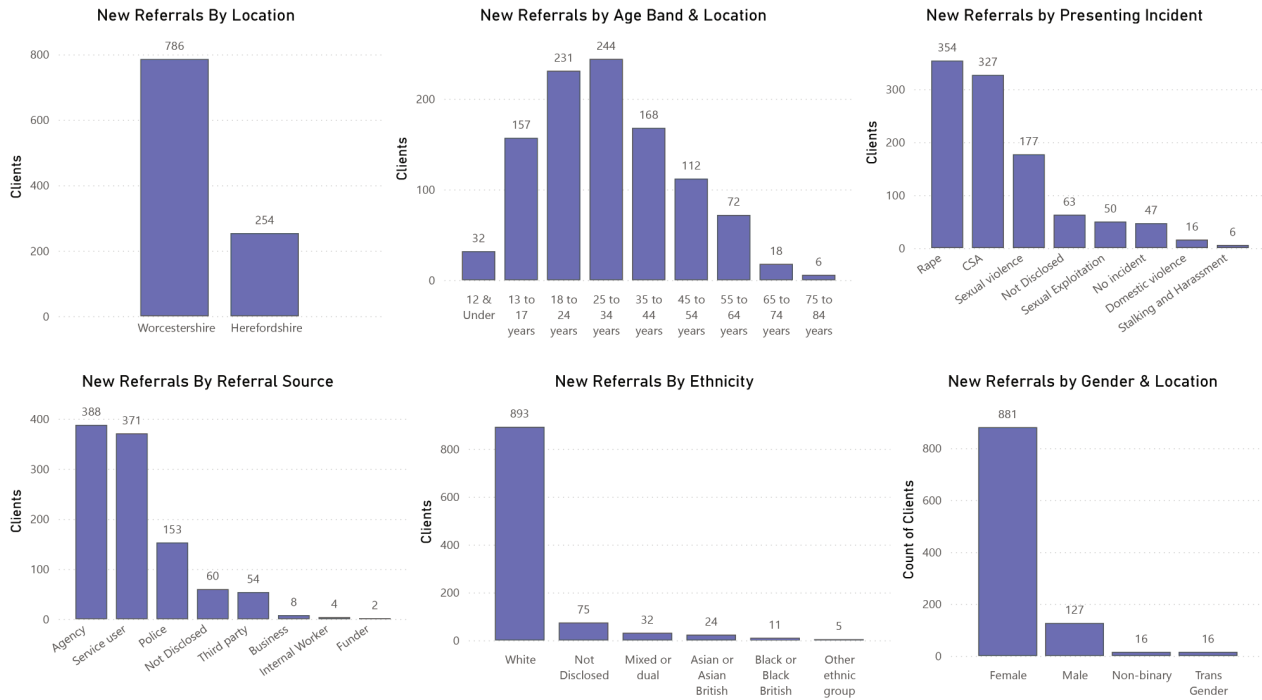
We continue to source new funding streams to help support this significant deficit and are extremely grateful to Evesons who funded a full time CYP Counsellor. This funding provided 30 children with specialist support.

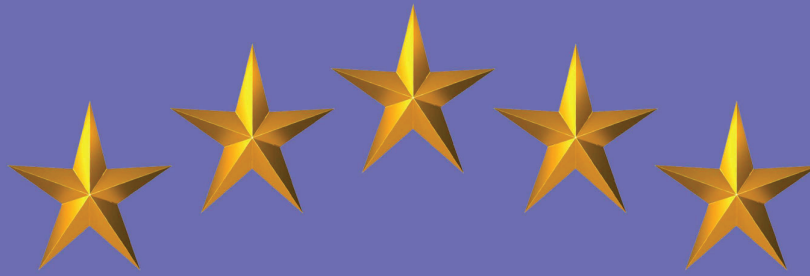
We were successful in securing an eight-year contract with Mountain Health Care to provide an Adult Sexual Assault Referral Service for the West Midlands. The contract enables us to provide the fast-track counselling for all adult survivors of sexual violence who attend the SARC for a forensic medical. The clients will receive up to 10 sessions of online pre-trial stabilisation therapy provided by our highly skilled counselling team.

We continue to support the development of new counsellors, providing opportunities for counsellors in their final year of training to have placements with our organisation and receive our specialist sexual violence practitioner accredited training. This year, 12 trainee counsellors successfully completed their placement and training with us and have gone on to become fully qualified counsellors.

A number of our counsellors continue to offer counselling sessional hours to WMRSASC on a voluntary basis where they can, and we remain appreciative of their generosity in our community.

## Counselling New Referral Data Analysis





## Cope & Recover Qualitative Feedback

“ I just want to thank you all for your continued support and help through this very lengthy case. It has been one of the toughest cases I have worked on and with all the delays due to COVID and then the barristers' strike it has been very stressful at times. Police Feedback: ”

“ All your hard work helping to keep the victims on board over the last five years has been so appreciated and illustrates what an amazing organisation and job you all do. ”

“ My case went to court last month after nearly 8 years, I just wanted to let you know I couldn't have got through this without her support. [.....] was with me every step of the way. There is no other service out there like the ISVA service. My ISVA was reliable, consistent and didn't fob me off like others do. I felt supported and believed throughout my investigation. ”

“ I will always be grateful for my counselling; it has been life changing. ”

“ Through this provision of a safe space and highly skilled counsellor, I have slowly and at my own pace unravelled and explored my life and some of the negative, abusive events I have lived through. I have experienced a seismic shift in how I feel and think about myself. I have moved away from a lifelong self-hatred and disgust that has permeated my very bones to a feeling of understanding, things falling into place and some sense of peace, compassion, and self-acceptance. ”

## Consultative Services

This year we have continued to develop our consultation, advice, and training offerings. We have delivered training to over 746 professionals from a range of backgrounds including regulators, counsellors, police, social care staff, educators, sexual violence practitioners and a range of multi-agency partners.

Our work with the General Medical Council (GMC) has continued. We have provided training inputs to teams who are working with members of the public who have experienced sexual violence. Specific work has included supporting their casework teams with exploring unconscious biases and the impact that can have on survivors and those around them as well, taking a trauma informed approach to responding to disclosures and allegations, and focusing on ensuring GMC teams practice good self-care and effective supervisory processes when working with traumatic material. The GMC has engaged with us on policy and process advice and has shown a consistent approach to responding to disclosures and allegations in a compassionate way. We are keen to continue working with the GMC should further tender opportunities arise.

We remain Rape Crisis England and Wales (RCEW) sole supplier of accredited ISVA training. We have delivered seven ISVA training courses this year and trained 93 ISVAs. The materials have been reviewed and updated to take on board feedback from delegates and RCEW specialist anti-racism / intersectionality lead.

Our work on Home Office funded Safer Streets projects has continued. We completed projects in West Mercia, Cheshire, and Essex with a focus on prevention and upskilling members of the community to recognise sexual violence and have the skills to intervene safely and effectively. Whilst our engagement with the Cheshire Safer Streets project is finished, we are pleased to have been asked to contribute to their ongoing communication plans.

We have delivered specialist inputs on Child-on-Child Abuse, Harmful Sexual Behaviours, Responding to Disclosures of Sexual Violence for Counsellors and Intersectionality and Sexual Violence.

We are proud to be part of the Safer Streets 5 West Mercia bid that will run through the next financial year. Working in collaboration with our subcontract partner AXIS, West Mercia Women's Aid and SDAS, we will be delivering more community preventative education as well as a brand-new mentoring programme in schools where we will train Ambassadors to work with their peers in challenging behaviours and attitudes that enable sexual violence in safe and effective ways.

### **ISVA Accredited Training Quantitative Feedback**

94% of learners said they were made to feel comfortable participating during the training.

92% of learners felt the overall quality of training received was high, that the training was engaging, that they were valued as a learner and their confidence on the subject matter increased.



## ISVA Accredited Training Qualitative Feedback



I think the training was delivered well, the content matched what we had asked you to cover, and I think Emma did a great job.



This really stood out as being exceptional in terms of training I have been on, as it has been just so informative.



One of the best training courses I have ever attended, and I would recommend it to be mandatory for all new starters in our organisation.



I had an amazing experience during the training from start to end. The areas of working with victim / survivors of SV covered thoroughly within the time. The trainer managed time efficiently and facilitated the group discussions being inclusive to every member. I liked the use of videos and case studies and discussions to learn other professionals' valuable experience in this field.



## Future Plans

### Summary of strategic direction for 2024-25

Our strategic plan for 2024-25 identifies three strategic priorities for the next 12 months:

#### **Early Intervention and Prevention**

Our contract for Early Intervention and Prevention work with the West Mercia PCC has been extended for 12 months.

The delivery model for this extension recognised the impact of lengthy delays within the criminal justice system, the constraints of the financial envelope for the contract, and the importance of enabling children and young people across West Mercia to access psychosocial education and advocacy that meets their needs.

We have therefore moved all criminal justice support from Early Intervention and Prevention into the Cope and Recover Advocacy team and are focusing Early Intervention and Prevention pathways on non-criminal justice advocacy and psychosocial education.

Our objective is to support more CYP across the service, focusing on time-limited and bounded support, with multi-agency partnership, working for the clients and families we are supporting.

The provision of intervention and support from children impacted by problematic sexual behaviours remains a critical objective. We are working with Herefordshire Local Authority and the Youth Justice Team to provide assessment, intervention and support for children exhibiting problematic sexual behaviours who do not meet the threshold for an AIM3 assessment. This crucial prevention work aligns firmly with our vision of eliminating sexual violence.

The Pathfinder Project (started in November 2023) will have its first full year of operation this year. Focus will be on collaborative working with our NHS colleagues, enabling adult survivors with complex mental health needs to access therapeutic support and advocacy on a 1:1 or group basis with the appropriate mental health practitioner.

#### **Cope and Recover**

The priorities for the next 12 months are building resilience.

For our Advocacy team we want to look at the role of the Navigator and take the opportunity to review the work the team are doing to support clients and whether there are other tasks that could be usefully moved from the ISVAs to the navigator team to enable the most efficient use of resource in meeting clients' needs.

For our Counselling team, we are passionate about retaining trained staff. We are keen to explore ways we can retain specialist skills post qualification. We know that funding plays a key role in this, but we also are exploring opportunities for onward development, career progression and CPD to expand the benefits we offer to our teams.

#### **Consultative Services**

Income generation will remain a focus this year. We are expanding the training team and the suite of courses we are offering in relation to supporting children and young people who are exhibiting problematic behaviours alongside our practitioner and professionals training for managing disclosures. We will be building on our promotional work, continuing to build relationships with the National Counselling Society to provide opportunities for counsellors nationally to obtain our specialist accredited training as well as working with the Herefordshire and Worcestershire Chamber of Commerce to maximise opportunities for supporting local businesses.

## Financial Review

There was an excess of expenditure over income for the year of £107,420 (2023: £92,325). The total reserves at the year-end were £1,613,671 (2023: £1,721,091).

With unrestricted funds totalling £1,076,972 (2023: £945,250), designated funds £520,499 (2023: £646,259) and restricted funds of £16,200 (2023: £129,582). The funds are adequate and available to fulfil the obligations of the organisation.

It is the policy of the charitable company that unrestricted funds which have not been designated for a specific use should be maintained at a minimum of four month's expenditure. The Trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charitable company's current activities while consideration is given to ways in which additional funds may be raised.

Unrestricted funds at £1,076,972 (2023: £945,250) are below the preferred level as set out by the reserves policy.

WMRSASC continues to face unprecedented demand for services which gave rise to short-term support from partner agencies in the previous financial year and enabled us to provide increased levels of service. Longer term, sustainable funding is still the aim, and we continue to work to address this in partnership with referral agencies.

### **Organisation Funding**

WMRSASC's principal sources of funds can be broken down into four categories:

- Contracts (69.5%)
- Grants (22%)
- Sales (5.5%)
- Donations (3%)

Within the Contract category, WMRSASC have six contracts, one of which represents over 41% of total income.

For Grants category, WMRSASC have ten grants, with the largest one representing nearly 9% of total income.

For the Sales category, WMRSASC's Training delivers the largest source of funds, representing almost 4% of total income.

The Donations category is the smallest funding source for WMRSASC, representing 3% of income.

The Fundraising strategy aims to diversify the income streams to ensure that WMRSASC are less reliant on single Contracts or Grants, whilst increasing the funding sourced from Donations.

The main funder of services continues to be the West Mercia Police and Crime Commissioner, John Campion. We are grateful for his support and commitment to providing services to survivors and support for the advocacy services. We continue to work closely with Axis, as a subcontractor, to deliver these services across the wider West Mercia region.

## Financial Review

We continue to be supported by individual fundraisers and promote activities throughout the year. WMRSASC has a fundraising strategy and have dedicated staff actively seeking funding through grant and contract opportunities. A 'Just Giving' page is maintained, and donations are encouraged via social media platforms: Facebook, X (formerly Twitter) and Instagram.

Other fundraising activities include the 500 Club, and Easyfundraising - the online shopping donation site.

## Structure, Governance and Management

The charitable company (Charity number 1136677 and Company number 07083844) is a company limited by guarantee incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its Articles of Association.

Worcestershire and Herefordshire Rape and Sexual Abuse Support Centres are active divisions of West Mercia Rape and Sexual Abuse Support Centre. Purple Leaf is the training and education division of West Mercia Rape and Sexual Abuse Support Centre.

The Trustee Board will consist of no less than three members. Two Office Bearers (Chairperson and Treasurer) will be elected from the Trustees.

The election of the Trustees will take place at the West Mercia Rape and Sexual Abuse Support Centre Annual General Meeting.

Nominations of candidates for election as Trustees must be received in writing at the head office of West Mercia Rape and Sexual Abuse Support Centre seven days prior to the AGM at which elections will take place. Nominations must be signed by one West Mercia Rape and Sexual Abuse Support Centre member and must be accompanied by the written consent of the candidate.

Nominations will be moved and seconded by any member of the organisation.

Casual vacancies on the Board will occur where the position of Trustee becomes vacant or where insufficient nominations for Trustee positions are received at an AGM. Where a casual vacancy occurs, the Trustees may appoint a member to fill the vacancy until the next AGM.

Where all Trustee positions become vacant, General Members of West Mercia Rape and Sexual Abuse Support Centre may call a Special General Meeting to elect a new Trustee Board, in accordance with processes stipulated in the Articles of Association.

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) the charity shall indemnify every trustee against any liability incurred in successfully defending legal proceedings in that capacity or in connection with any application in which relief is granted by the Court from liability for negligence, default or breach of duty or breach of trust in relation to the charity.

New Trustees will be provided with induction material on confirmation of their appointment.

Induction material includes:

- West Mercia Rape and Sexual Abuse Support Centre's Worker Handbook (inclusive of Policies and Procedures)
- West Mercia Rape and Sexual Abuse Support Centre's Articles of Association
- Any other documentation deemed relevant by the Board

A meeting between a new Trustee and the Chairperson will be organised to provide the new member with orientation and relevant information about the Committee and the organisation.

To assist Board members in the conduct of their duties, all information resources of West Mercia Rape and Sexual Abuse Support Centre will be made available and may be accessed on request.

## Structure, Governance and Management

The Trustees hold the ultimate legal and managerial responsibility for West Mercia Rape and Sexual Abuse Support Centre and recognise the importance of maintaining an effective and active Board. As such, clarity in the roles and responsibilities of Board Members is essential.

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The Board has overall responsibility for ensuring that the charity is operating efficiently and effectively, its assets are safeguarded against unauthorised use or disposition, proper records are maintained, and that financial information used within the charity or for publication is reliable and that the charity complies with relevant laws and regulations.

The Chief Executive Officer agrees the remuneration of the other members of key management.

Related parties are as defined in the note to the financial statements. A register of Trustees' interests is maintained, and declarations of interest are made at the commencement of Board meetings.

### **Auditor**

Thomas and Young Limited were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

### **Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

The Trustees' report was approved by the Board of Trustees.



E D Needham  
Trustee

Date: 27th June 2024

## Responsibilities of the Trustees

The trustees (who are also directors of West Mercia Rape & Sexual Abuse Support Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.



On behalf of the Board of Trustees

E D Needham

Treasurer

Date: 27th June 2024

# Independent Auditor's Report

## To the Members of West Mercia Rape and Sexual Abuse Support Centre

### Opinion

We have audited the financial statements of West Mercia Rape & Sexual Abuse Support Centre (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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 Accepting Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated.

# Independent Auditor's Report

## To the Members of West Mercia Rape and Sexual Abuse Support Centre

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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 or visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

### Responsibilities of trustees

As explained more fully in the trustees' report responsibilities statement set out on page 26, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

# Independent Auditor's Report

## To the Members of West Mercia Rape and Sexual Abuse Support Centre

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

However, it is the primary responsibility of management, with the oversight of the trustees, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, we have:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework; and
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud.

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Companies Act 2006 (and related legislation), the Charities Act 2011 (and related legislation), and laws and regulations relating to the employment and payment of staff including, but not limited to, the Employment Rights Act 1996, the National Minimum Wage Act 1998 and the Pensions Act 2008.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements, which included reviewing the financial statement disclosures. This includes sample testing of monthly payroll records for the calculation of gross wages, payroll taxes and pension costs.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs and general staff overheads. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure.

# Independent Auditor's Report

To the Members of West Mercia Rape and Sexual Abuse Support Centre

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

## Use of our report

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

*Thomas & Young Limited*

Carleton House  
266-268 Stratford Road  
Shirley  
Solihull  
B90 3AD

**Thomas and Young Limited  
Statutory Auditor**

**Date:** 27th June 2024

Thomas & Young Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

## Statement of Financial Activities (Including Income & Expenditure Account) For the year ended 31st March 2024

Current Financial Year	Notes	Unrestricted 2024 £	Designated 2024 £	Restricted 2024 £	TOTAL 2024 £	TOTAL 2023 £
<b>INCOME FROM:</b>						
Donations and legacies	3	87,144	-	-	87,144	11,459
Charitable activities	4	563,597	-	2,706,343	3,269,940	3,313,769
Investments	5	22,894	-	-	22,894	5,723
<b>TOTAL INCOME</b>		<b>673,635</b>	<b>-</b>	<b>2,706,343</b>	<b>3,379,978</b>	<b>3,330,951</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	6	666,143	-	2,821,255	3,487,398	3,423,276
<b>TOTAL EXPENDITURE</b>		<b>666,143</b>	<b>-</b>	<b>2,821,255</b>	<b>3,487,398</b>	<b>3,423,276</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>7,492</b>	<b>-</b>	<b>(114,912)</b>	<b>(107,420)</b>	<b>(92,325)</b>
Transfer between funds	10, 15 & 16	124,230	(125,760)	1,530	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>131,722</b>	<b>(125,760)</b>	<b>(113,382)</b>	<b>(107,420)</b>	<b>(92,325)</b>
Total funds brought forward		945,250	646,259	129,582	1,721,091	1,813,416
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,076,972</b>	<b>520,499</b>	<b>16,200</b>	<b>1,613,671</b>	<b>1,721,091</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## Statement of Financial Activities (Including Income & Expenditure Account) For the year ended 31st March 2024

Prior Financial Year	Notes	Unrestricted 2023 £	Designated 2023 £	Restricted 2023 £	TOTAL 2023 £
<b>INCOME FROM:</b>					
Donations and legacies	3	11,459	-	-	11,459
Charitable activities	4	638,618	-	2,675,151	3,313,769
Investments	5	5,723	-	-	5,723
<b>TOTAL INCOME</b>		655,800	-	2,675,151	3,330,951
<b>EXPENDITURE ON:</b>					
Charitable activities	6	355,362		3,067,914	3,423,276
<b>TOTAL EXPENDITURE</b>		355,362	-	3,067,914	3,423,276
<b>NET INCOME/(EXPENDITURE)</b>		300,438	-	(392,763)	(92,325)
Transfer between funds	10, 15 & 16	(56,914)	246,259	(189,345)	-
<b>NET MOVEMENT IN FUNDS</b>		243,524	246,259	(582,108)	(92,325)
Total funds brought forward		701,726	400,000	711,690	1,813,416
<b>TOTAL FUNDS CARRIED FORWARD</b>		945,250	646,259	129,582	1,721,091

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

## Balance Sheet

For the year ended 31st March 2024

	Notes	2024		2023	
		£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	11	72,434		189,931	
Investments	12	104,570		103,268	
Cash at bank and in hand		1,735,596		1,693,366	
		<u>1,912,600</u>		<u>1,986,565</u>	
<b>CREDITORS</b> : amounts falling due within one year					
	13	(298,929)		(265,474)	
<b>NET CURRENT ASSETS</b>					
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>1,613,671</u>		1,721,091
			<u>1,613,671</u>		<u>1,721,091</u>
<b>FUNDS</b>					
Unrestricted		1,076,972		945,250	
Designated	15	520,499		646,259	
Restricted	16	16,200		129,582	
<b>TOTAL FUNDS</b>			<u>1,613,671</u>		<u>1,721,091</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 27th June 2024.



Trustee

Company Registration No. 07083844

## Statement of Cashflows

### As at 31st March 2024

	Notes	2024 £	2023 £
<b>CASH OUTFLOW FROM OPERATING ACTIVITIES</b>	19	<u>20,638</u>	<u>(288,081)</u>
<b>CASHFLOW FROM INVESTING ACTIVITIES</b>			
Payment to acquire tangible fixed assets		-	-
Bank interest received		<u>21,592</u>	<u>5,416</u>
<b>NET CASH INFLOW FROM INVESTING ACTIVITIES</b>		<u>21,592</u>	<u>5,416</u>
<b>NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS</b>		<b>42,230</b>	<b>(282,665)</b>
<b>CASH AND CASH EQUIVALENTS AT THE START OF PERIOD</b>		<u>1,693,366</u>	<u>1,976,031</u>
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>		<u>1,735,596</u>	<u>1,693,366</u>
<b>CASH AND CASH EQUIVALENTS CONSISTS OF:</b>			
Cash at bank and in hand		<u>1,735,596</u>	<u>1,693,366</u>

# Notes to the Financial Statements

## For the year ended 31st March 2024

### 1. ACCOUNTING POLICIES

#### **Basis of Preparing Financial Statements**

The financial statements have been prepared in accordance with the charitable company's articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Standard applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under historical cost convention. The principal accounting policies adopted are set out below.

#### **Going Concern**

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In the event of the Charity being wound up, the liability in respect of Guarantee is limited to £10 per member of the Charity.

#### **Charitable Funds**

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

Designated funds comprise of unrestricted funds that have been set aside by the Trustees for specific purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

#### **Income Recognition**

All incoming resources are included in the Statement of Financial Activities (Sofa) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant are recognised at the time of the donation.

Grant income is accounted for under the performance model and is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.

**1. ACCOUNTING POLICIES (CONT'D)**

**Resources Expended**

Liabilities are recognised for the amounts the charity anticipates it will have to pay to settle a debt or the amounts that it has received in advance as payment for the services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity. Costs are allocated on a time spent basis across all income received to conduct the core activities of the charitable company. Other expenditure represents those items not falling into any other heading.

Any capital expenditure less than £1,000 is not considered for capitalisation.

**Governance Costs**

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

**Cash and Cash Equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

**Financial Instruments**

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

**Other financial assets**

Other financial assets comprise current asset investments being monies placed on deposit on terms exceeding 90 days.

**Basic financial liabilities**

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

**Derecognition of financial liabilities**

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

# Notes to the Financial Statements

## For the year ended 31st March 2024

### 1. ACCOUNTING POLICIES (CONT'D)

#### Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### Pension costs and other post retirement benefits

The Charity operates a defined contribution pension scheme. Contributions payable to the pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### Leases

Rentals payable under operating leases, including any lease incentives received, are chargeable as an expense on a straight line basis over the term of the relevant lease.

### 2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of the assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity and is a critical judgement in the preparation of these financial statements.

Unrestricted charitable activities income includes income received under service contract to provide counselling services that is invoiced on a flat monthly fee basis based on an anticipated annual level of counselling sessions being provided. At the year end the charitable company had current year commitments to provide future counselling sessions under this service contract. On the basis that the performance-related conditions of this income has not been fully met at the year end, a proportion of the current year income received under this service contract has been deferred. The calculation of the amount of income to be deferred is based on various assumptions as to how many future counselling sessions each individual participating in this scheme will require in the future (up to a maximum of 10 counselling sessions per participating individual as per the service contract). The calculation of the level of income deferred is a critical accounting estimate in the preparation of these financial statements. The level of deferred income at the year end is disclosed in note 13 of these financial statements.

### 3. DONATIONS AND LEGACIES

	Unrestricted 2024 £	Restricted 2024 £	TOTAL 2024 £	Unrestricted 2023 £	Restricted 2023 £	TOTAL 2023 £
Donations and gifts	87,144	-	87,144	11,459	-	11,459

## Notes to the Financial Statements

### For the year ended 31st March 2024

#### 4. CHARITABLE ACTIVITIES

	<b>Unrestricted 2024 £</b>	<b>Restricted 2024 £</b>	<b>TOTAL 2024 £</b>	<b>Unrestricted 2023 £</b>	<b>Restricted 2023 £</b>	<b>TOTAL 2023 £</b>
Income for charitable activities	<b>563,597</b>	<b>2,706,343</b>	<b>3,269,940</b>	638,618	2,675,151	3,313,769

	<b>2024 £</b>	<b>2023 £</b>
Included within income relating to provision of core services are the following grants:		
Edward Cadbury Trust	4,000	-
Evesons Charitable Trust	40,000	-
Herefordshire Community Fund	-	2,399
Herefordshire Community Safety Partnership	4,700	-
Kildare Trust	25,000	-
Masonic Charitable Fund	-	2,000
PCC Counselling	292,501	239,783
Rape Support Funds	137,209	411,627
RASASF	146,321	-
PCC Safer Streets 5	63,842	-
Tesco	1,000	-
William Cadbury Trust	20,000	-
	<b>734,573</b>	<b>655,809</b>

#### 5. INVESTMENTS

	<b>Unrestricted 2024 £</b>	<b>Restricted 2024 £</b>	<b>TOTAL 2024 £</b>	<b>Unrestricted 2023 £</b>	<b>Restricted 2023 £</b>	<b>TOTAL 2023 £</b>
Bank interest receivable	<b>22,894</b>	-	<b>22,894</b>	5,723	-	5,723

## Notes to the Financial Statements For the year ended 31st March 2024

### 6. CHARITABLE ACTIVITIES

	Notes	Total 2024 £	Total 2023 £
Staff costs	9	2,551,585	2,431,352
Capacity workers		550,209	542,671
Counsellors		655	2,682
Supervision		30,625	30,214
Training		41,317	46,412
Volunteer and staff travel		56,322	67,907
Premises		87,230	97,526
Outreach work		11,927	9,806
Stationery and books		12,883	12,981
Office expenses and consumables		19,248	11,064
Telephone		31,120	34,175
ICT		56,516	91,309
Advertising		382	2,736
Insurance		15,435	10,055
Professional fees		737	14,196
Other costs		11,155	9,480
Sundries		3,452	2,860
		<u>3,480,798</u>	<u>3,417,426</u>
Governance costs	7	6,600	5,850
		<u>3,487,398</u>	<u>3,423,276</u>
Analysed by fund			
Unrestricted funds		666,143	355,362
Restricted funds		2,821,255	3,067,914
		<u>3,487,398</u>	<u>3,423,276</u>

### 7. GOVERNANCE COSTS

		2024 £	2023 £
Audit fees	Governance of charitable activities	<u>6,600</u>	<u>5,850</u>

## Notes to the Financial Statements

### For the year ended 31st March 2024

#### 8. TRUSTEES (including related party transactions)

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, nor were any expenses reimbursed (2023: £Nil).

During the year company secretarial services were provided by Kendall Wadley LLP of which Elizabeth Needham a Trustee is a partner. These amounted to £13 (2023: payroll and company secretarial services £7,354). Year end creditor due to Kendall Wadley of £Nil (2023: £Nil)

Dianne Whitfield who was a trustee of the charity until January 2023, is a trustee of Rape Crisis England & Wales (RCEW). During the year, income totalling £Nil (2023: £15,067) was invoiced to RCEW for the provision of Live Chat services, and £Nil (2023: £20,838) was invoiced by RCEW relating to the provision of training. Year end debtor due from RCEW of £Nil (2023: £Nil). Year end creditor due to RCEW of £Nil (2023: £Nil). Sian Patterson's partner has provided design and printing services to the charity. The amount paid to the supplier in the year was £Nil. (2023: £798). The amount outstanding at the year end was £Nil (2023: £Nil).

#### 9. STAFF COSTS AND KEY MANAGEMENT PERSONNEL

	2024 £	2023 £
Wages and salaries	2,144,606	2,064,198
Social security costs	193,365	182,766
Pension costs	213,614	184,388
	<u>2,551,585</u>	<u>2,431,352</u>

	2024 Number	2023 Number
The average number of employees during the year was as follows:		
Chief Executive	1	1
Staff managers	2	3
Operational and administrative staff	91	87
	<u>94</u>	<u>91</u>

No employee received total emoluments of more than £60,000 in the year (2023: Nil).

The charity operates a defined contribution plan for the benefit of its employees.

During the year the total paid to key management was £168,121 (2023: £181,781).

## Notes to the Financial Statements

### For the year ended 31st March 2024

#### 10. TRANSFERS

Transfers relate to the release of funds on completed projects as agreed with the fund providers.

#### 11. DEBTORS

	2024 £	2023 £
Trade debtors	36,055	76,000
Prepayments and accrued income	36,379	113,931
	<u>72,434</u>	<u>189,931</u>

#### 12. CURRENT ASSET INVESTMENTS

	2024 £	2023 £
Cash equivalents on deposit	<u>104,570</u>	<u>103,268</u>

#### 13. CREDITORS: Amounts falling due within one year

	Note	2024 £	2023 £
Trade creditors		45,713	47,888
Social security and other taxes		45,006	40,901
Deferred contract income	2	120,651	73,554
Deferred income		29,855	32,880
Accruals		54,566	62,901
Other creditors		3,138	7,350
		<u>298,929</u>	<u>265,474</u>

## Notes to the Financial Statements For the year ended 31st March 2024

### 14. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

#### Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £213,614 (2023: £184,388).

The pension liability and expense are allocated to unrestricted or restricted based upon the employee that the contribution is for.

The outstanding pension contributions at the year end amounted to £523 (2023: £Nil).

### 15. DESIGNATED FUNDS

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for the specific purpose described below:

	Balance at 1 April 2022 £	Movement in funds £	Balance at 1 April 2023 £	Movement in funds £	Balance at 31 March 2024 £
Winding up provision	300,000	20,983	320,983	(20,983)	300,000
Legal and professional advice	100,000	-	100,000	-	100,000
PCC Contracts	-	47,375	47,375	-	47,375
Purple Leaf Staffing	-	-	-	31,951	31,951
Counselling service	-	177,901	177,901	(136,728)	41,173
	<u>400,000</u>	<u>246,259</u>	<u>646,259</u>	<u>(125,760)</u>	<u>520,499</u>

WMRSASC recognises the complexities of working within the sexual violence field and as such ensures that there are sufficient funds available to ensure that no clients are left without support should there be a need to close the organisation. WMRSASC has a clear exit strategy should additional funding not be forthcoming which includes staff redundancy, commitments to any debtors and ethical endings within the therapeutic relationships.

## Notes to the Financial Statements For the year ended 31st March 2024

### 16. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising of the following unexpended balances of contracts, donations and grants held on trust for specific purposes:

	Balance at 1 April 2023 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 31 March 2024 £
Counselling	40,189	356,501	(395,190)	-	1,500
ISVA/CSE	89,393	1,996,770	(2,072,993)	1,530	14,700
Rape Support Funds	-	137,209	(137,209)	-	-
RASASF	-	146,321	(146,321)	-	-
Safer Streets 5	-	63,842	(63,842)	-	-
Other	-	5,700	(5,700)	-	-
	<b>129,582</b>	<b>2,706,343</b>	<b>(2,821,255)</b>	<b>1,530</b>	<b>16,200</b>

	Balance at 1 April 2022 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 1 April 2023 £
Counselling	234,343	255,534	(492,409)	42,721	40,189
IICSA	208,759	111,189	(217,761)	(102,187)	-
ISVA/CSE	145,258	1,894,402	(1,906,129)	(44,138)	89,393
Rape Support Funds	-	411,627	(411,627)	-	-
Safer Streets	58,739	-	-	(58,739)	-
Training	59,591	2,399	(34,988)	(27,002)	-
Other	5,000	-	(5,000)	-	-
Restricted Fund Balances	<b>711,690</b>	<b>2,675,151</b>	<b>(3,067,914)</b>	<b>(189,345)</b>	<b>129,582</b>

#### Counselling:

Bromsgrove District Council	Eveson Charitable Trust	The Big Give
Edward Cadbury Trust	Herefordshire County Council	William Cadbury Fund
Rowland Trust	PCC Sexual Violence Fund	Worcs County Council

**IICSA** (Independent Inquiry into Child Sexual Abuse) - contract with Home Office for the provision of support to individual participants within the Truth project and Investigations.

#### ISVA/CSE

Ministry of Justice	PCC CSE Funding	PCC ISVA Funding
---------------------	-----------------	------------------

**Rape Support Funds** (Herefordshire and Worcestershire) - grants directed through the Ministry of Justice to provide specialist support to female and/or male victims who have experienced rape or sexual abuse at any point in their life. Received to July 2023.

**RASASF** (Rape and Sexual Abuse Support Fund) from August 2023 - grant directed through the Ministry of Justice to provide specialist support to female and/or male victims of sexual abuse.

**Safer Streets 5** - grant for the delivery of training for community ambassadors and for school pupils to act as mentors to enable them to recognise and challenge inappropriate sexual activity.

## Notes to the Financial Statements

### For the year ended 31st March 2024

#### 16. RESTRICTED FUNDS (CONT'D)

**Training** - mainly a grant from Rape Crisis England & Wales (RCEW) to support costs of rolling out additional ISVA training modules. Income also includes course fees from attendees.

**Other** - Tesco Grant CYP resources and Herefordshire Community Safety Partnership Train the Teacher project grant. Prior Year related to sound proofing.

#### 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2024 are represented by:				
Current assets/(liabilities)	<b>1,076,972</b>	<b>520,499</b>	<b>16,200</b>	<b>1,613,671</b>
Fund balances at 1 April 2023 are represented by:				
Current assets/(liabilities)	945,250	646,259	129,582	1,721,091

#### 18. OPERATING LEASES

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows

	2024 £	2023 £
Within 1 year	<b>47,013</b>	47,176
Between 2 and 5 years	<b>15,777</b>	61,526
More than 5 years	-	-
	<b>62,790</b>	108,702
Rent paid under operating leases in the year	<b>51,324</b>	50,675

All operating lease payments are treated as an expense.

## Notes to the Financial Statements

### For the year ended 31st March 2024

#### 19. CASH INFLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the year	<b>(107,420)</b>	(92,325)
Adjustments for:		
Investment income recognised in statement of financial activities	<b>(22,894)</b>	(5,723)
Movements in working capital		
(Increase)/decrease in debtors	<b>117,497</b>	(40,810)
(Decrease)/increase in creditors	<b>33,455</b>	(149,223)
	<b>20,638</b>	(288,081)

#### 20. ANALYSIS IN CHANGES IN NET FUNDS

The charitable company had no debt during the year.

#### 21. ULTIMATE CONTROLLING PARTY

The charity is controlled by the Trustees.

# West Mercia Rape & Sexual Abuse Support Centre



PO BOX 240, WORCESTER, WR1 2LF

WORCESTERSHIRE OFFICE : 01905 611655

HEREFORDSHIRE OFFICE 01432 266551

EMAIL: [OFFICE@WMRSASC.ORG.UK](mailto:OFFICE@WMRSASC.ORG.UK)

WEBSITE: [WWW.WMRSASC.ORG.UK](http://WWW.WMRSASC.ORG.UK)



@WMRSASC

CHARITY REGISTRATION NO. 1136677 COMPANY NO. 07083844

WEST MERCIA RAPE & SEXUAL ABUSE SUPPORT CENTRE IS A COMPANY LIMITED BY GUARANTEE IN ENGLAND AND WALES. REGISTERED OFFICE IS KENDALL WADLEY CHARTERED ACCOUNTANTS, 71 GRAHAM ROAD, MALVERN, WORCESTERSHIRE, WR14 2JS. PLEASE NOTE THIS IS NOT PART OF ANY WMRSASC PREMISES.

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

England & Wales - Charity number 1136677

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# Accounts

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**West Mercia  
Rape and Sexual Abuse  
Support Centre**



**Trustees' Annual Report & Financial Statements**

**Year ended 31st March 2023**

# Reference and administration information

Company Name	West Mercia Rape and Sexual Abuse Support Centre (WMRSASC)
Charity Number	1136677
Company Number	07083844
Principal Office	PO BOX 240, Worcester, WR1 2LF
Registered Office	Granta Lodge, 71 Graham Road, Malvern, WR14 2JS

## Trustees

The directors of the charitable company are also its trustees for the purpose of charity law. The trustees who have served during the year and since the year end were as follows:

J Griffiths (Chair)	E D Needham
A Khan	D Whitfield (resigned 01.01.2023)
S Patterson	C Hughes
D Johal (appointed 01.04.23)	

## Key Management Personnel

Chief Executive Officer	J Anderson
Head of Operations - WMRSASC	D Griffiths
Head of Operations - Purple Leaf	K Best
Head of Finance	K Merrick (resigned 30.06.2023)

## Professional Advisers

Auditor	Thomas & Young Limited, Carleton House, 266-268 Stratford Road, Solihull, B90 3AD
Bankers	Lloyds Bank plc, 4 The Cross, Worcester, WR1 3PY

# CONTENTS

Trustees' Annual Report	1
Message from the Chair	2
Introduction from the CEO	3
Vision & Values	4
WMRSASC Timeline	5
Organisational Structure	6
Our Approach	7
Strategic Priorities 2019-2024	8
Prevent	9
Cope	12
Recover	15
Growth	18
Sustainability	19
Service Infographics	21
Financial Review	23
Statement of Trustees' Responsibilities	27
Independent Auditor's Report	28
Statement of Financial Activities	33
Balance Sheet	35
Statement of Cashflows	36
Notes to the Financial Statements	37

# Trustees' report (including directors' report)

The Trustees present their report and accounts for the year ended 31 March 2023. The Trustees' report satisfies the requirements of a directors' report as required by Company Law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

## Objects and activities

WMRSASC's charitable objects are:

*"To relieve sickness and distress by providing specialist support services and interventions for survivors of all forms of sexual violence, harm, exploitation and abuse, with support extended to their families. Our services include the provision of preventative work, education and training for groups and individuals".*

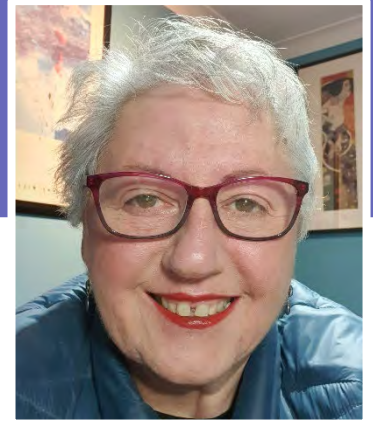
The aim of the charity is to provide a specialist, confidential and non-judgmental sexual violence support service for survivors of all forms of sexual violence (aged five years plus), their families and supporters across Worcestershire, Herefordshire, and Shropshire (Branch & Branch Plus services).

Broadly, WMRSASC offers a range of services including helpline, advocacy, and therapeutic services. Our training and trading arm, Purple Leaf, offers a range of Professional Development Training for both agencies and individuals as well as a service supporting children and young people who have displayed harmful sexual behaviour.

WMRSASC is committed to develop the range and accessibility of our services and to raise awareness about the impact of rape and sexual abuse.

The Trustee Board has paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

# Message from the Chair



When I sit down to write these messages it's always with the intention of praising our amazing team at WMRSASC. I couldn't do what our front-line staff do, because I find it hard to accept that humans can inflict pain and harm in so many creative ways, despite the fact we regularly see it in the media and can get desensitised.

Also, like many of the general public, it's easier to think it won't happen to me if I ignore it, yet our courageous staff live with vicarious trauma, client by client, in a world that seems to be becoming increasingly dehumanised every day.

As an organisation we operate from a feminist perspective: sexual violence is still predominantly male perpetrators harming female victims. This does not mean we deny the harm done to male victims, or non-binary individuals, again predominantly by male perpetrators, which is why we provide services for a wide range of clients.

I was raised to do no harm – maybe that's why I followed a health-related career path – and through my own curiosity and studies as an adult I've come to recognise some of the reasons behind harmful behaviours, without condoning them. A recent documentary about incels featured the incredibly sad radicalisation of young people over the internet. Body dysmorphic messages manipulating all genders are routinely used in sales and marketing, while the ready availability of online pornography and cult-like membership groups distort the world view of individuals who may already be struggling with isolation or anxiety.

Coming out of two years of enforced isolation, the toll on the nation's mental health is becoming obvious, at a time when funding to mental health services – and the NHS overall – has been decimated. Coupled with the breakdown of the justice system and poor outcomes of policing (also underfunded), we are experiencing a perfect storm where demand far outstrips supply.

From an organisational perspective, funding remains the biggest challenge of all, with the now routine turn-around of massive funding applications within two weeks taking the team away from client-facing work. As a highly specialised provider we are expected to compete against less-specialist larger organisations, who may subsequently prove unable to deliver on all contract requirements. In parallel with this is the value of tenders being reduced in real terms, together with the mistaken belief that funds for domestic violence and sexual violence can be managed from the same pot of money. Again, this shows a lack of understanding of the services needed to support women and girls in very different circumstances.

Every leader with a brilliant team wants to pay fair market rates and offer job security to staff, so it always amazes me that our retention rates remain high in spite of the ongoing financial uncertainty we face as a charity. That said, we also don't stand still and our team is passionate about doing more in terms of prevention as well as cure, an area we'll see developed over the coming years.

If I didn't make it clear already, the WMRSASC team are superheroes motivated to serve each courageous client who chooses to seek our support. I applaud you all.

*Joy Griffiths*

# Introduction from the CEO



Preparing the Annual Report is one of the few times that I stop and reflect on the previous year, on what we have achieved, the challenges faced, lessons learned – the highs and the lows. What remains constant is the admiration and respect I have for my staff team, their dedication to the centre and clients, their willingness to go above and beyond and the sheer scale and depth of knowledge, skills and experience which ensure that we can provide the best possible support for survivors of all forms of sexual violence.

As an organisation, we have grown rapidly and have always prioritised front-line support roles. This year has seen the development of support roles for our staff and centre, we have focused on our finances, human resources, and contract management to ensure that we are as robust as possible going forward.

We continue to face many challenges, delays in the criminal justice system, ever increasing referral rates and a lack of sustainable funding. We actively participated in the West Mercia Sexual Violence Needs assessment that was completed by Tonic in January 2022 and received glowing reviews for our services, professionalism, and support for survivors. Although the full report was not released until July 2022, we have examined all the recommendations and adjusted where necessary. One of these was relating to the helpline and, in the face of growing costs and the launch of the Rape Crisis (England & Wales) 24/7 helpline, we made the decision to pause both our volunteering opportunities and helpline provision. Our helpline has operated since 1986 and many of our team, me included, started as volunteers so whilst we remain committed to community engagement, we will take the time to reconsider how best to support future volunteers.

This year has already seen the start of the new strategic plan development in consultation with staff, volunteers, and clients. This plan will underpin and direct our service development and delivery until 2028. One of the changes will be the inclusion of a specific aim around early intervention and prevention and is reflective of both the service developments but also of the support from our team to work with children and young people who are displaying harmful sexual behaviours and, where we can, to make interventions through education and intervention to change minds, actions and understanding.

As Nelson Mandela said, ‘education is the most powerful weapon which you can use to change the world’.

*Jocelyn Anderson*

# Our Vision & Values

## *Our Vision:*

*“All survivors of sexual violence receive the support they need, when they need it, for as long as they need it.”*

In carrying out this vision, we will ensure that the highest standards of quality and equal opportunities apply throughout. WMRSASC recognise that survivors' journeys are individual and can be life-long and complex, a single agency response is not always appropriate and/or sufficient, and to ensure that survivors' needs are met, we will proactively work with partners to ensure that individual needs are met through direct service provision and a partnership multi-agency response.

Decision making principles:

*“We balance the needs of the client, the team and the organisation in every decision we make in order to provide the best service we can for survivors.”*

### **About West Mercia Rape and Sexual Abuse Support Centre**

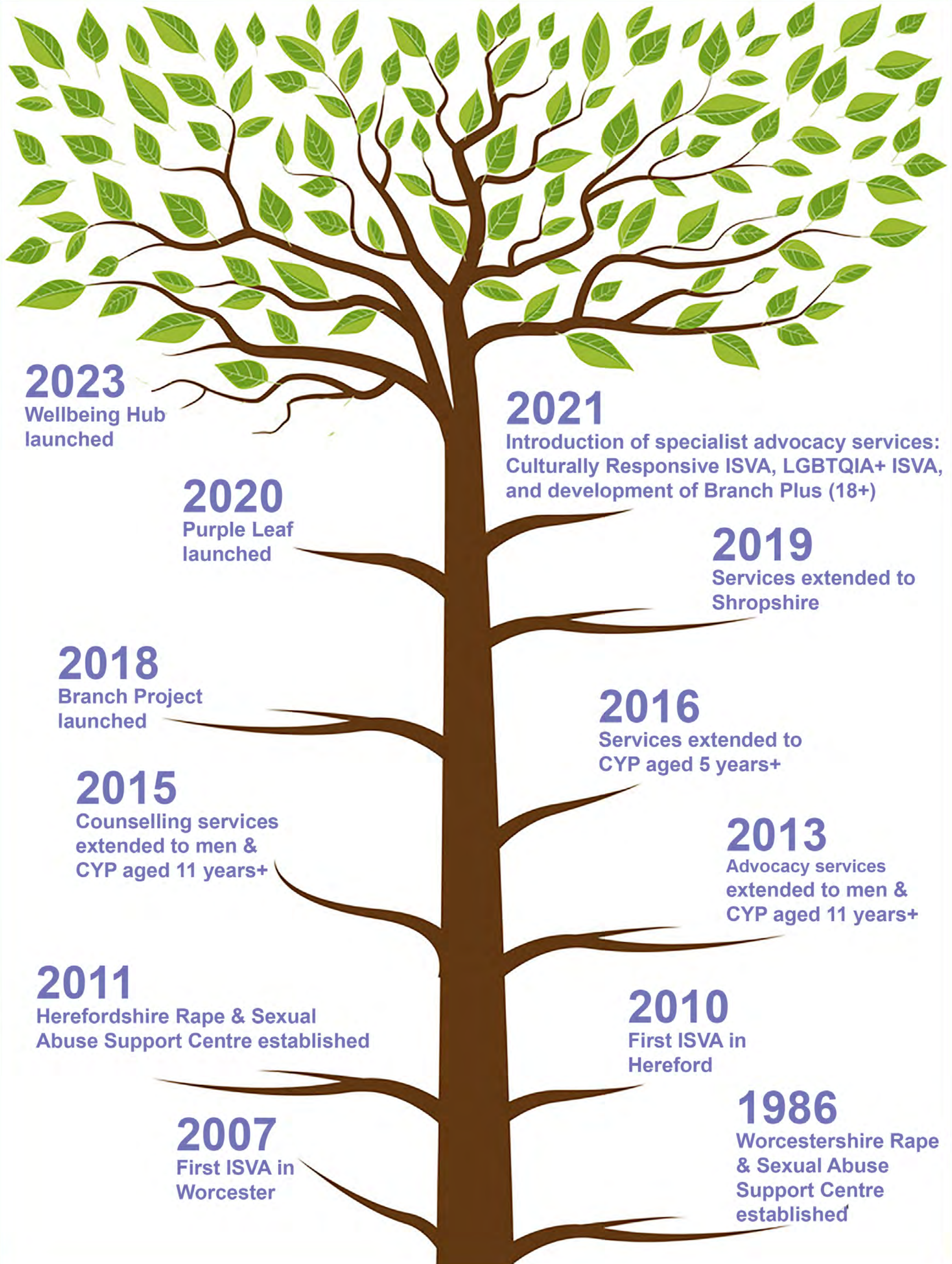
West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) is a registered charity that was established within Worcestershire in 1986, expanded to Herefordshire in 2011 and Shropshire in 2019.

Services were first developed as a 'grass roots', 'by and for' response to the levels of sexual violence and, like many other rape crisis centres, these were first dedicated to supporting women and girls aged 16+. Services expanded gradually to include counselling support and the launch of the first Independent Sexual Violence Advocate (ISVA) within the West Mercia Police area in 2007. 2011 saw the expansion into Herefordshire with support from the Ministry of Justice's New and Emerging Centre Initiative. In 2013, the advocacy services were extended to men, children, and young people (aged 11+) with counselling services extended in 2015.

In 2016, both the counselling and advocacy services began supporting children from the age of five years. 2018 saw the development of the Branch Project work to support children and young people who have experienced or are at risk of sexual exploitation and this work was then expanded to Shropshire in 2019. 2020 saw the launch of our training arm Purple Leaf, working to prevent sexual violence through education.

We remain committed to community engagement and providing volunteering opportunities.

# WMRSASC Timeline



**2023**

Wellbeing Hub  
launched

**2021**

Introduction of specialist advocacy services:  
Culturally Responsive ISVA, LGBTQIA+ ISVA,  
and development of Branch Plus (18+)

**2020**

Purple Leaf  
launched

**2019**

Services extended to  
Shropshire

**2018**

Branch Project  
launched

**2016**

Services extended to  
CYP aged 5 years+

**2015**

Counselling services  
extended to men &  
CYP aged 11 years+

**2013**

Advocacy services  
extended to men &  
CYP aged 11 years+

**2011**

Herefordshire Rape & Sexual  
Abuse Support Centre established

**2010**

First ISVA in  
Hereford

**2007**

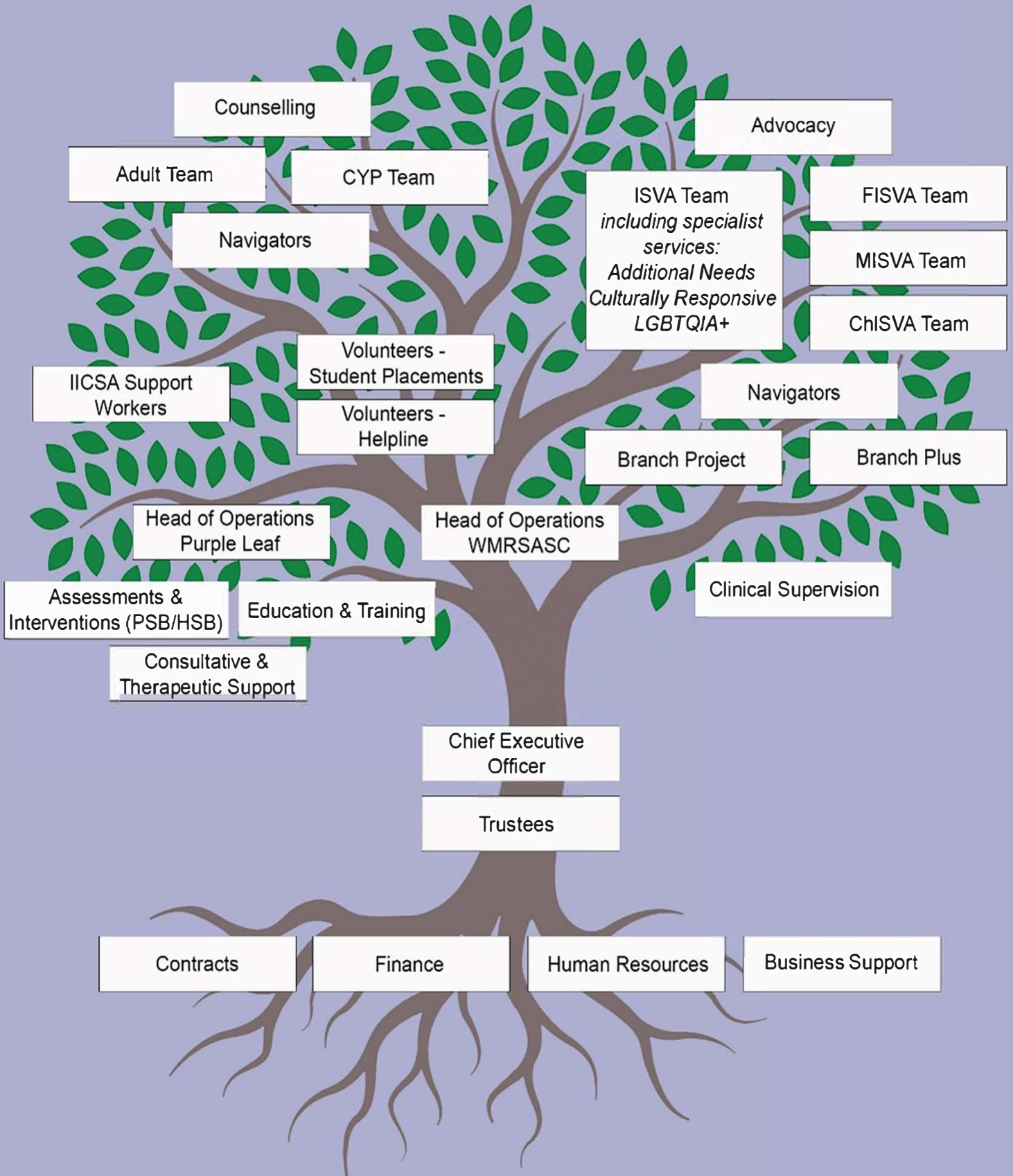
First ISVA in  
Worcester

**1986**

Worcestershire Rape  
& Sexual Abuse  
Support Centre  
established



Established in 1986, West Mercia Rape and Sexual Abuse Support Centre is a registered charity (11136677) providing specialist support, advocacy and training services. We currently employ 94 members of staff and have 3 volunteers, 4 sessional counsellors, 9 student counsellors and 5 trustees.



# Our approach – statement of values

## *Integrity*

We are ethical and respectful at all times, inspiring trust from our clients and each other, consistently delivering our commitments by standing our ground and challenging inappropriate behaviour and injustice.

## *Empowerment*

We take responsibility for our own actions, supporting others to do the same by developing our own skills and abilities and fostering the same sense of self care and self-worth in our clients and each other.

## *Accountability*

We are accountable in our own decision-making processes for continual improvements in the services we offer. We collaborate with partners and listen to the voices of our service users to ensure that we offer the best service we can.

WMRSASC services are accredited by Rape Crisis (England & Wales) National Service Standards.



# Strategic priorities - 2019 to 2024



## Prevent

Through the development and provision of education, raising awareness and providing specialist support, we will work to prevent and eliminate sexual violence by educating about healthy and respectful relationships, awareness of the impacts of sexual violence and early identifications of harmful sexual behaviours.



## Cope

When a survivor discloses sexual violence, we will provide practical and emotional support to cope with the immediate aftermath of the disclosure through provision of advocacy services, support, and guidance, to ensure survivors are empowered to make informed choices and decisions.



## Recover

Sexual violence in any form is destructive and can impact upon the development, welfare, and well-being of clients throughout their life. WMRSASC will work alongside clients to provide the therapeutic support they need to move from surviving to thriving. By providing therapeutic support services including counselling, play therapy and group work to effectively address the legacy of abuse.



## Growth

We see the demand for our services increasing year on year. WMRSASC is committed to developing services to respond effectively to changes and trends in sexual violence and abuse. Our service provision will continue to adapt to meet the changing need, with our focus on the development of Purple Leaf; training and prevention service, which will complement our existing provision and diversify our funding base.



## Sustainability

WMRSASC provides high quality specialist sexual violence services. We are committed to ensuring that we remain able to provide these much-needed services to survivors. This priority focuses not only on financial sustainability and stability but also encompasses the need to ensure that our staff and volunteers are effectively supported to maintain a healthy work life balance and to mitigate the impact of vicarious trauma associated with this area of work.

# Prevent

WMRSASC preventative arm, Purple Leaf, has continued to develop and deliver our service offering in Education and Training, Assessment and Intervention Services for children and young people and their families impacted by Problematic and Harmful Sexual Behaviours, and Consultative Supervision.

Purple Leaf delivered psychosocial education to over 5000 children and young people this year.

Purple Leaf were successful in winning a contract to deliver Bystander Intervention training in Herefordshire and Worcestershire schools as part of the Home Office Safer Streets 3 funding. This enabled us to deliver 2460 sessions of education to pupils, providing them with the skills to recognise inappropriate behaviours and know how to get help and support should they witness them at school.

Purple Leaf were commissioned by Essex County Council to develop a Bystander Intervention Programme for community members in Essex. The programme was in collaboration with Indegu Limited, a specialist eLearning developer. We have developed an eLearning product and a 'train-the-facilitator' product to promote awareness of the continuum of behaviours which are sexually inappropriate and a framework that can safely and effectively be utilised out in the community.

Towards the end of 2022, we were successful in winning the Cheshire PCC contract to develop and deliver Bystander Intervention training to staff working within the night-time economy, a complementary eLearning product and a train-the-teacher programme designed to provide teachers with the skills and materials to deliver Bystander Intervention training to pupils within key stages 3, 4 and 5.

A similar eLearning product and Active Bystander Training for staff working within the night-time economy was developed for West Mercia Police Force as part of the Safer Streets 4 Home Office funding. The training was co-delivered by our partners West Mercia Women's Aid.

Our West Mercia PCC funded Purple Leaf Education Programme continued throughout the year, with us delivering 430 group sessions across Shropshire, Herefordshire, and Worcestershire. The program delivered within schools and colleges and also with professionals, raises awareness of sexual violence, what constitutes a healthy sexual relationship and how to recognise and respond effectively to disclosures. Requests from schools this year have been increasingly targeted towards smaller groups of children or for the education to be delivered on a 1:1 basis. We have discussed this with the West Mercia PCC and are amending our targets for next year in recognition of this change.

Within our professionals training and consultative supervision offering, we continue to support the General Medical Council Team in helping them offer a trauma-informed response to those reporting incidents of sexual misconduct. An accredited training programme was also developed and offered to the Health Care Professionals Council and received excellent feedback from delegates.

Our specialist practitioner training offering continued. We delivered 10 accredited Rape Crisis England and Wales (RCEW) Independent Sexual Violence Advocate (ISVA) qualification courses and developed and delivered the first Level 4 accredited RCEW ISVA Manager training course.

Our Assessment and Intervention Service continues to support both children who have caused sexual harm to others and children who have both experienced sexual harm themselves and caused sexual harm to others.

This year we have received 135 referrals into the Assessment and Intervention Service - A 154% increase on last year's 53 referrals.

Of the 135 referrals, 8 children and young people required a specialist assessment for children who have caused sexual harm (using the AIM assessment framework), 21 children and young people were referred into our bespoke dual experienced pathway for children who have experienced sexual harm and caused sexual harm, and 44 referrals were reviewed for 1:1 education support. The remaining assessments resulted in referrals to other WMRSASC services or to external agencies.

Purple Leaf have also developed and launched our Family Intervention Service for families impacted by problematic or harmful sexual behaviours. Families are offered between 3 and 5 sessions, depending on their needs. The service works with families to increase their understanding of the behaviours their children are presenting, and offers practical strategies for support.

We have continued to support national projects that are working with families impacted by sibling sexual behaviours, collaborating with practitioners and academics from University of Birmingham and University of West England, to develop the approach and resources needed to support both families and practitioners working in this specialist area.

Overall, the preventative services have continued to grow this year. Delivered by a multidisciplinary team and supported by external experts, Purple Leaf are providing a range of services that are much needed if we want to eliminate sexual violence.

## Prevent - Our Impact

As part of the Safer Streets Bystander Intervention training across the various projects nationwide, all delegates are asked to evaluate the following statements in 5 ratings, from strongly disagree to strongly agree, prior to, and post training:

- I understand what sexual harassment is.
- I can recognise what predatory behaviours might look like.
- I am an active bystander and I know how to intervene safely.
- I know where to refer victims should they want to report to the police or access support.

100% of delegates across the various projects increased their rating for each of the statements.

# Prevent - Our Impact

## Education & Training Feedback

*KS4 Pupil*  
I have struggled with these lessons because of what happened to me, but it has made me realise it was not my fault.

*KS3 Pupil*  
I've learnt which sexual behaviours are appropriate and inappropriate and if someone is inappropriate towards me, I know where to get help.

*KS5 Pupil*  
I felt like everyone in the class actually understood how bad it is to sexually harass someone.

*Bar Staff*  
Really opened my eyes to situations which I might have deemed "normal" before.

*Bar Staff*  
The workshop has allowed me to be more attentive and aware of potential situations in our venue."

*Bar Staff*  
I've learnt how I can be less of a silent bystander and act more safely.

*School Teacher*  
Thank you for a brilliant course, I look forward to rolling the sessions out to colleagues and pupils at my school.

*Street Pastor*  
Thank you for the training, it was very informative, well presented and of great value. I was particularly impressed by the clear directions as to what could be done as a bystander - definitely some 'take aways' there. I think the training would be a useful help to all our Street Pastors.

# Cope

The Independent Sexual Violence Advocate (ISVA) service offers practical and emotional support primarily to individuals who are involved in the criminal justice process. Our Advocacy services are delivered across West Mercia. Within Shropshire, Telford and Wrekin they are delivered by our sub-contracting partner, AXIS.

The ISVA is independent of all statutory sector agencies and will liaise between the police and the victim/survivor, offering support through the process and beyond, no matter what the criminal justice outcome. Within this service there are several specialist roles that include:

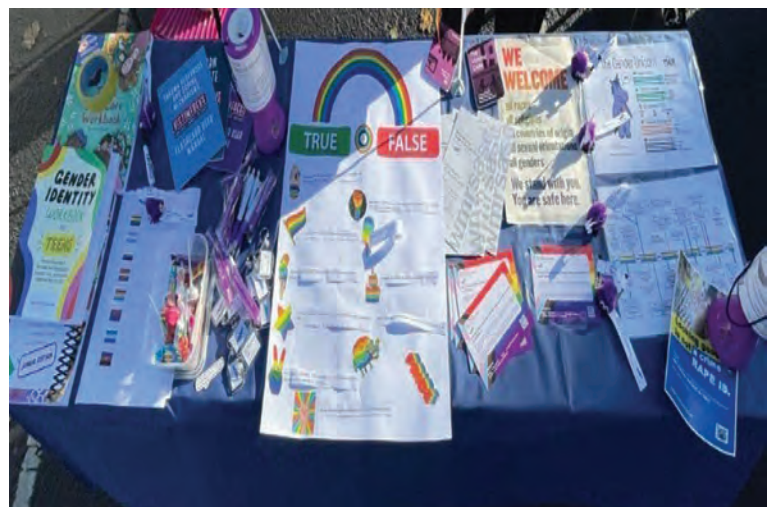
- Additional Needs ISVA
- LGBTQIA+ ISVA (Sexual Orientation & gender identity ISVA)
- Young Persons ISVA (working in partnership with West Mercia Women's Aid)
- Children's ISVA
- Culturally Responsive ISVA
- Family ISVA
- CSE support service for adults and young people

Our newest role has been that of the Branch Plus worker.

Branch Plus is a specialist service for adults impacted by sexual exploitation. This could be in sex work, prostitution, trafficking or when sex is used to survive. Branch Plus is a project that recognises sexual exploitation may not end or start just because someone is over 18 years of age and considered an adult. Branch Plus workers are qualified Independent Sexual Violence Advocates. Branch Plus seeks to provide an integrated model of advocacy support that recognizes the survivor is the expert on their own experiences. Our team can help empower survivors to establish a sense of control, providing them with the information to make their own informed decisions.

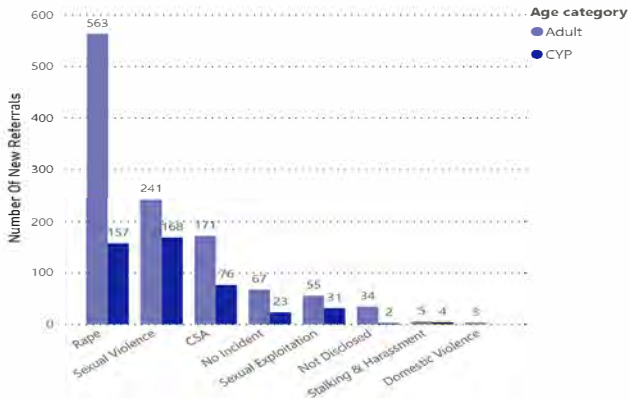
Our Advocacy Team have supported 1832 clients during 2022/23. With the Advocacy Navigators supporting an additional 643 people through the initial assessment process, who were then allocated to AXIS ISVAs to support.

The Advocacy Team continue to raise awareness of the service through local events such as Worcester Pride and the Reclaim the Night March.

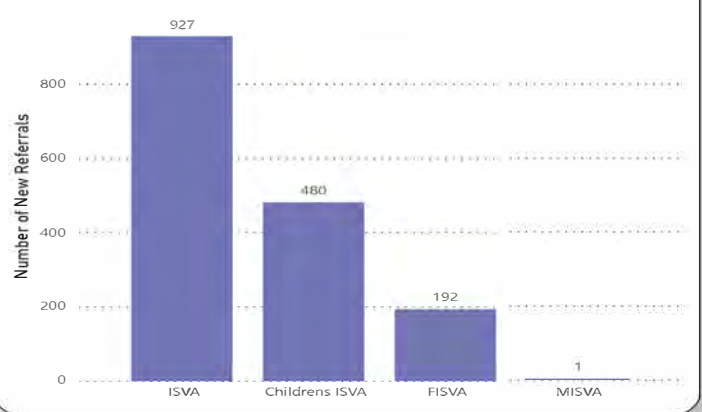


# Cope - Advocacy facts & figures

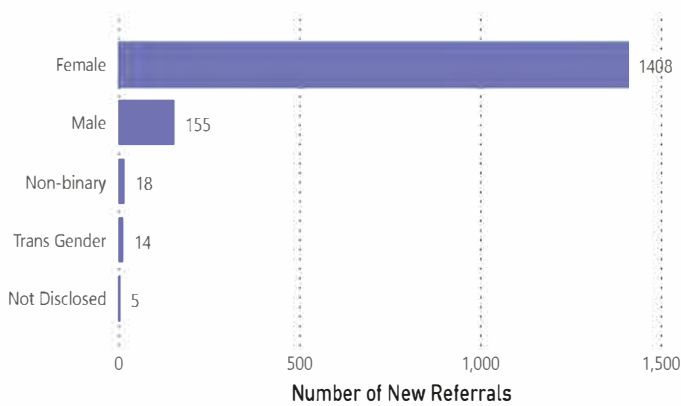
**New Referrals by Presenting Incident**



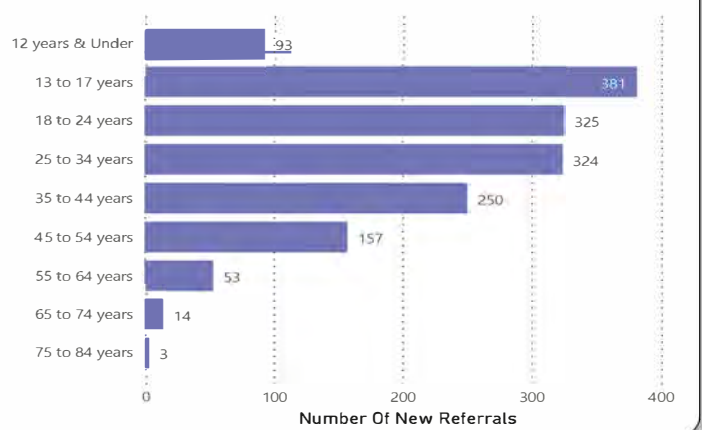
**New Referrals by Advocacy Service**



**New Referrals by Gender**

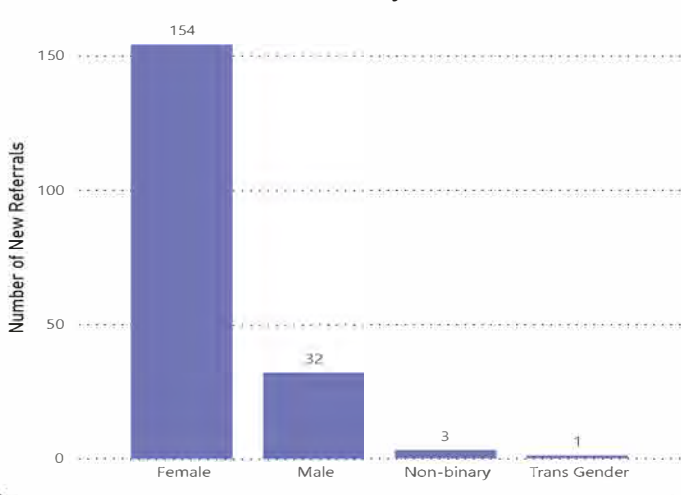


**New Referrals by Age Band**

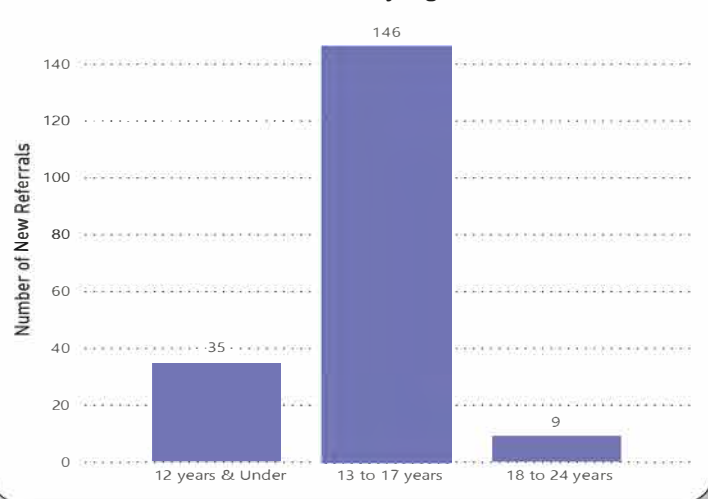


# Cope - Branch Project facts & figures

**New Referrals By Gender**



**New Referrals By Age Band**



# Cope - Our Impact

## Advocacy Feedback

*Additional Needs ISVA client*  
ISVA was brilliant to work with, always understanding with my autism.

*ISVA Client:*  
I'm so grateful to my ISVA for helping me through such a hard time. She's been patient, supportive and I honestly don't know where I'd be without her. I was always informed of new developments and pointed in the right direction for extra support.

*FISVA client*  
My advisor has been brilliant throughout. Helping to look at the situation from my daughter's point of view and giving me tools and help to better understand how my daughter was feeling. We couldn't have gotten through this without her help. I felt supported and able to offload without judgement.

*ISVA client*  
Even though I was a distance away. The support that I was given over the phone, video calls and the couple of face to face meetings were really helpful and WMRSASC went above and beyond in my situation and I can't thank you all enough.

*FISVA client*  
I feel I have had lots of personal support from the charity and am very grateful for this, I have had some amazing support. Thank you

*ISVA client*  
I would never have got through the past 4 yrs without ISVA support, grateful that police supported me and believed me. Today was the best day of my life as he was found guilty and sentenced to 8 yrs

*CHISVA client*  
Everything was perfect, the only thing I would say is that it is hard to let go of the support

*ISVA client*  
WMRSASC have been amazing, ISVA has been fantastic to work with and very supportive especially when I've really needed to talk about things. She was great at listening, I never felt judged or misunderstood or disbelieved.

*Parent of CHISVA client:*  
Mum explained that her daughter finds connecting to new people and building trust a big challenge, however ISVA managed to build a connection quite quickly and mum is very happy to hear her daughter talk about ISVA's support in such a positive way, and to know her daughter is ready to accept support for the traumatic experiences.

*ISVA client*  
It felt really empowering to have ISVA sit behind me in court. A fellow woman supporting women. No one can take away the brutality of being in court, but it helps knowing I wasn't alone.

*ISVA client*  
Excellent advice and support from the worker assigned to me. She was always there when I felt very alone in this situation. Thank you, your work is very much appreciated by me

*ISVA client*  
ISVA has been very supportive and clear with boundaries of her role. She has been happy to research specific areas of my case so that I had the right information to make informed decisions. She allowed me to choose how frequently I had appointments and offered to come to my home town. I felt she heard me and I felt believed which has been invaluable to the engagement we have had.

# Recover

WMRSASC offers a counselling service to women, men, and children (aged 5+ years), their non-abusing family members and supporters. Counselling is provided by qualified counsellors who have received additional trauma informed training in the support of survivors of sexual violence and abuse. WMRSASC have been able to increase the number of spaces for counselling placements for students in their final year of qualification and a range of ongoing professional development courses, many of which are accredited by Rape Crisis (England & Wales). Sessions are offered in our city centre offices in Hereford, Worcester, and Kidderminster and at a range of outreach locations across both counties.

This year (2022/23) has seen our counsellors support 985 people and delivered 8,337 individual sessions (4796 face to face sessions and 3541 online).

Securing sustainable funding for the counselling service is an ongoing challenge and despite our best efforts we still do not receive any ongoing funding from health or local authority partners. This challenge is further compounded by rapidly increasing referral numbers and a growing waiting list. As at 31st March 2023, we have 339 adults and 113 children and young people waiting for counselling support. The average wait time to see a counsellor currently stands at 8-9 months which is a marked improvement from 2021 when we had to close the counselling list to new referrals. We have also spent time considering how best to support clients who are waiting for support and have invested in the development of the Wellbeing Hub (see Growth).

The uncertainty in funding streams further impacts upon service provision and staffing however, this year, additional funding from the PCC has enabled three counsellors to move from zero hours to permanent contracts, in line with our aim of supporting and providing stability for our team. We were also able to recruit a further four new counsellors, three will provide support for adults and one for children & young people).

In January 2023 we commissioned Dr Louise Mackinney to complete a review of our counselling assessment process to ensure that we are still in line with best practice and delivering the service as effectively as possible. This review identified good practice within the service and made extensive use of direct client feedback.

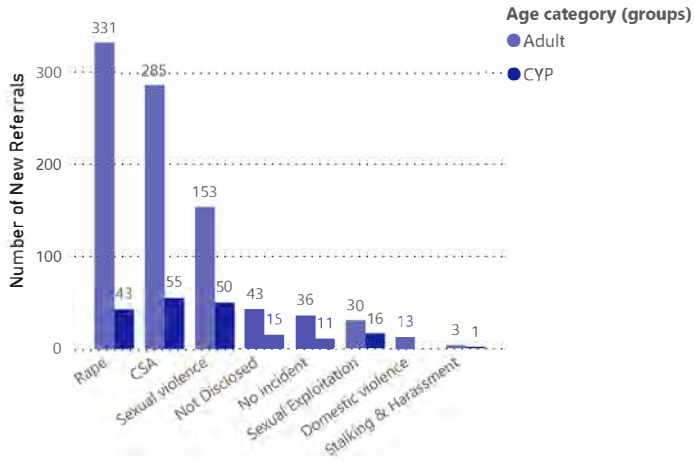
Whilst we always focus on direct service delivery, it is equally important that clients are supported in safe, clean, well-maintained surroundings. This year we were able to access funding to refurbish our support rooms, the project was overseen by the counselling service with staff actively involved in designing a range of themed rooms.

This has made a huge difference in creating a welcoming and positive environment.

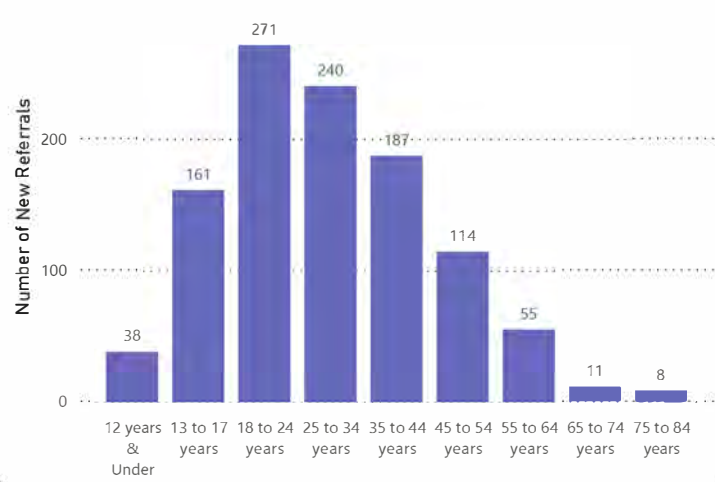


# Recover - Counselling facts & figures

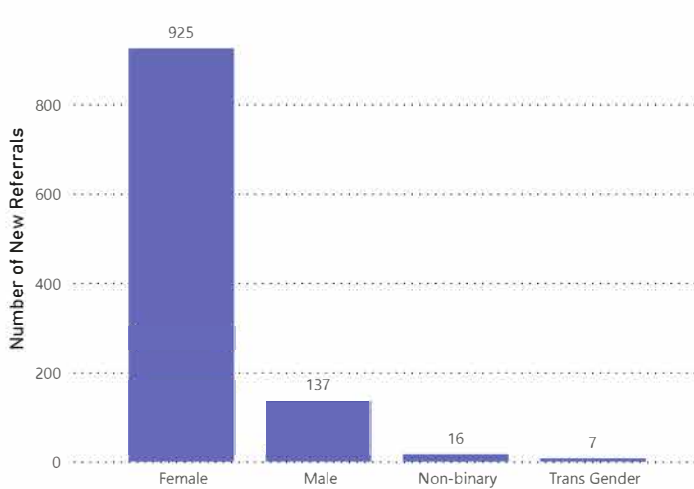
**New Referrals by Age Category & Presenting Incident**



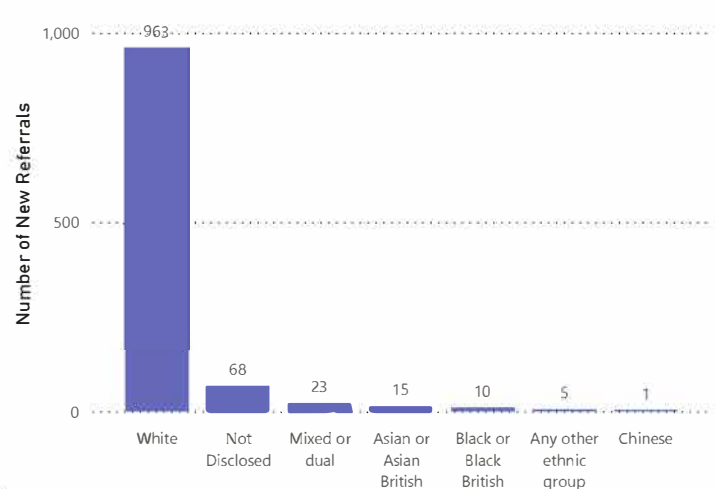
**New Referrals by Age Band**



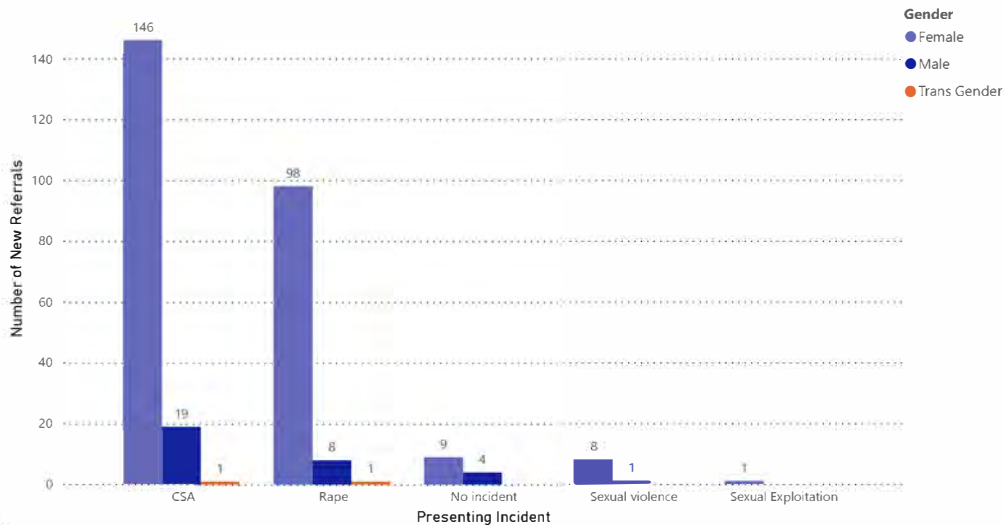
**New Referrals By Gender**



**New Referrals by Ethnicity**



**Number of New Referrals by Gender & Presenting Incident**



# Recover - Our Impact

## Adult Counselling Feedback

*I can't put into words how comfortable I felt accessing WMRSAC. Any staff I encountered were wonderful, but words cannot describe how safe and heard I felt with my counsellor. She has changed my whole life. I am so grateful for the organisation.*

*Thankful I was able to have the counselling as I wouldn't be where I am today if it wasn't for it*

*My counsellor has been amazing! From start to finish she's been consistently kind, caring, supportive, and knowledgeable and has helped me work through my abuse and changed my ways of thinking beyond our sessions.*

*THANK YOU FOR EVERYTHING. I WOULD HIGHLY RECOMMEND THIS SERVICE...*

*I have had numerous therapists and counsellors over the years and I have never found somebody as supportive and understanding as my counsellor here. I feel I've truly started to heal and I would recommend you guys to anyone who needed some help. I will forever sing your praises. My counsellor was the loveliest person and so incredible at the job she does.*

*I am so pleased with the support I received. It has been transformational. I feel empowered and like myself. I haven't felt like this for years.*

*The amount of support I have received has been amazing and feel that everything was covered. It has made me want to help other people with the same challenges I have faced. I am even thinking of doing some courses to achieve that.*

*My counsellor has allowed me to consider wider ways of thinking and feeling and I'm grateful to have worked with her, along with her humour and kindness.*

## CYP Counselling Feedback

*Just want to give a huge thanks to the organisation, I can't thank you enough for all the work from the counsellor, it has been outstanding.*

*The counsellor really took time to get to know me and I couldn't appreciate it more, definitely a great organisation with great people.*

*The counsellor saved my child's life, they have been doing great since seeing them, I can't thank WMRSAC enough. I have my son back and he feels more like himself too.*

*MY COUNSELLOR WAS AMAZING AND I DON'T KNOW WHERE I WOULD BE WITHOUT HER...*

*Thank you!*

# Growth

## Wellbeing Hub

As referral rates rise and waiting lists grow, we have spent time analysing the counselling service, and have identified the need to change the offering for clients who are waiting to see a counsellor. The analysis demonstrated that the management of the waiting list was time-consuming and offered few benefits to the client. The solution was the creation of a Wellbeing Hub which could deliver the following benefits:

- Online support for clients whilst waiting for service.
- Improved user experience for the client – with updates and the ability to book their first counselling session.
- Improved communication with client.
- Reduced operational cost to manage the waiting list.

WMRSASC secured funding for the Wellbeing Hub in November 2021 and set about identifying a software developer to partner with. The project had two streams working side by side. Firstly, the development of the software platform where the Hub would sit and secondly, producing online materials for clients to access.

There were lots of obstacles to overcome and challenges to face, however, on the 01 April 2023, the Wellbeing Hub was launched to adult counselling clients. The feedback from clients so far has been overwhelmingly positive, with clients commenting on the 'ease of use'; and the 'quality of the content'.

There is, however, plenty more work to do. We will need to migrate all clients over to the Hub in a controlled way, ensuring that the integrity of the waiting list is maintained. This project planning is now underway. Once this is complete, the Children's Hub will become available – with resources being tailored to become more age specific.

Further to this, WMRSASC have shared the Hub concept with other Rape Crisis centres with the intention of sharing this new technology. Again, feedback has been very good, and we expect that a number of centres would be using the Hub before the end of the 2023/24 financial year.

# Sustainability

Sustainability remains an ongoing challenge and is inevitably linked to finances. We continue to work closely with the West Mercia Police & Crime Commissioner, John Campion, and his office and are grateful for his support and commitment to support survivors. Unfortunately, despite best efforts, we have not to date been able to replicate this positive relationship and funding commitment with health and local authority partners. We have been working with Herefordshire Council to develop a sexual violence strategy, however, this has not been allocated a budget or commissioning commitment yet.

We continue to be supported by individual fundraisers and promote activities throughout the year. WMRSASC has a fundraising strategy and have dedicated staff actively seeking funding through grant and contract opportunities. A 'Just Giving' page is maintained, and donations are encouraged via social media platforms: Facebook, Twitter and Instagram. Other fundraising activities include the 500 Club, Easyfundraising - the online shopping donation site, and WMRSASC's annual golf day. Sadly, this year Amazon Smile has ceased their donations to charities through their website.

This year will see the development of a new strategic plan with updated vision, values, and themes. This will include a new financial strategy, people strategy (HR) and fundraising strategy to underpin and guide the centre for the next five years.

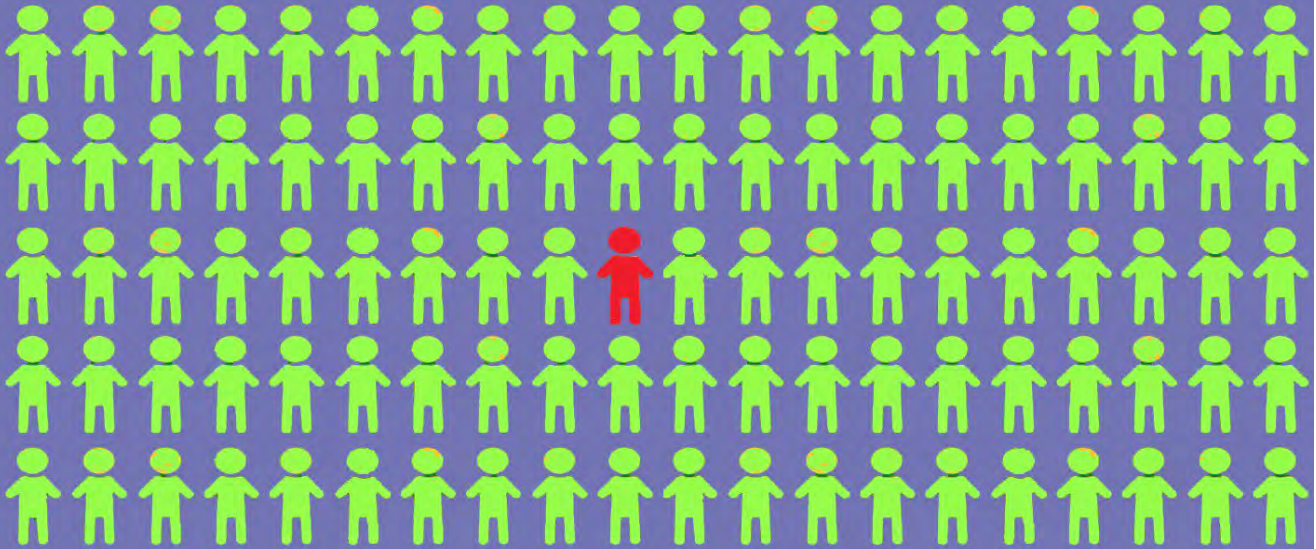
# Volunteers

We have paused our volunteering programme along with the helpline for the next six months. As an organisation we are still committed to community engagement and providing volunteering opportunities.

We would like to take the opportunity to thank all volunteers past and present for their commitment to WMRSASC and our clients.

# Facts & Figures

The highest ever number of rapes were recorded by police in the year ending September 2021, - 63,136. Yet only 1 in 100 rapes reported to police result in a charge.



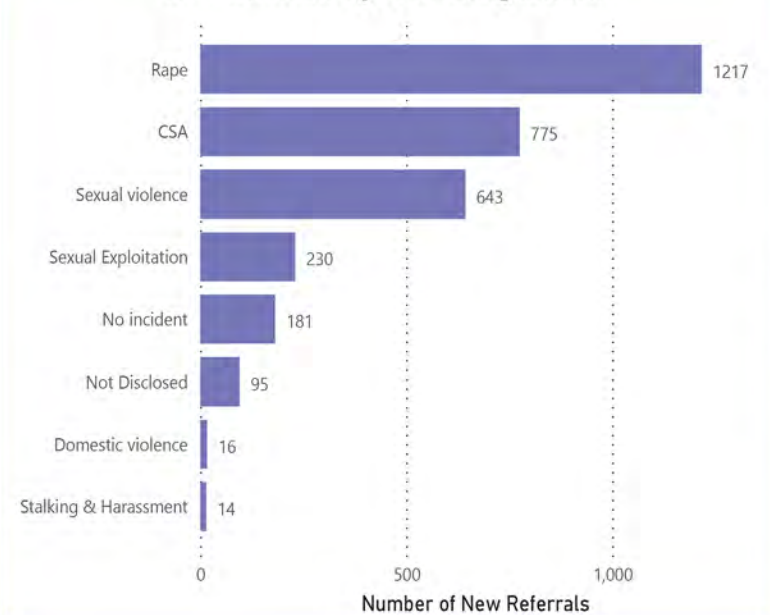
**9 in 10**

*girls and young women in schools say sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age.*

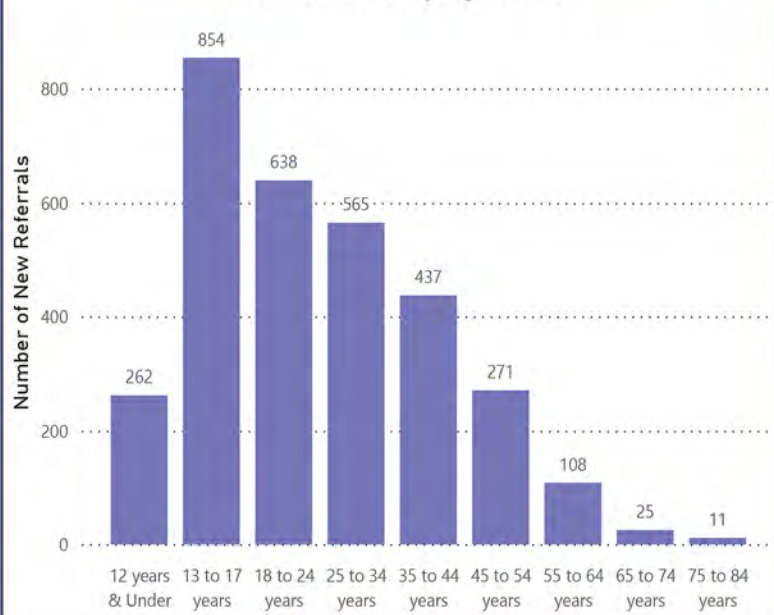
**5 in 6**

*rapes against women are carried out by someone they know and we will continue to work to raise awareness of sexual violence and work towards ending rape culture and the pervasive nature of victim blaming.*

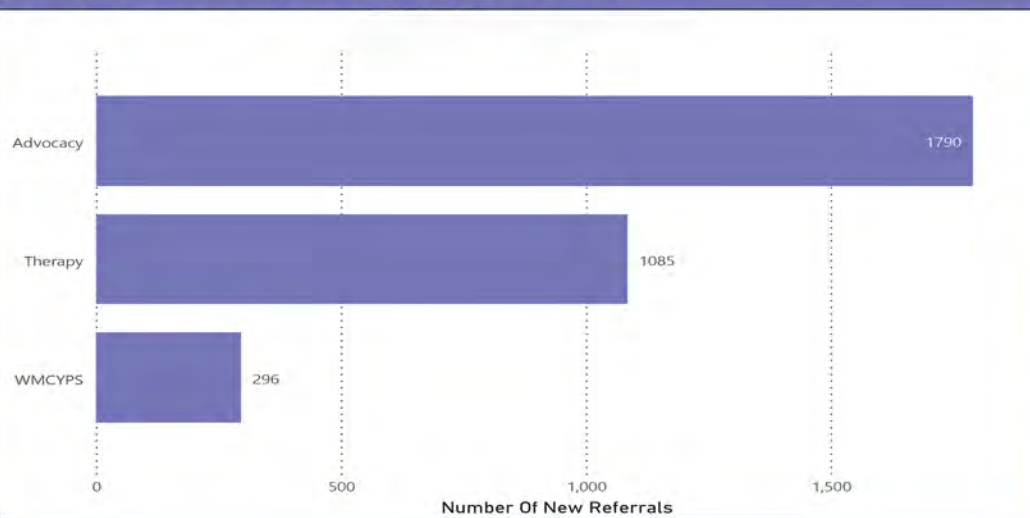
### New Referrals By Presenting Incident



### New Referrals by Age band



Within West Mercia WMRSASC supported 3171 client new referrals during 2022/23. This is made up as follows:



87% of new referrals identified as female, 11% as male, 0.8% as transgender, 1.1% as non-binary & 0.1% did not disclose.

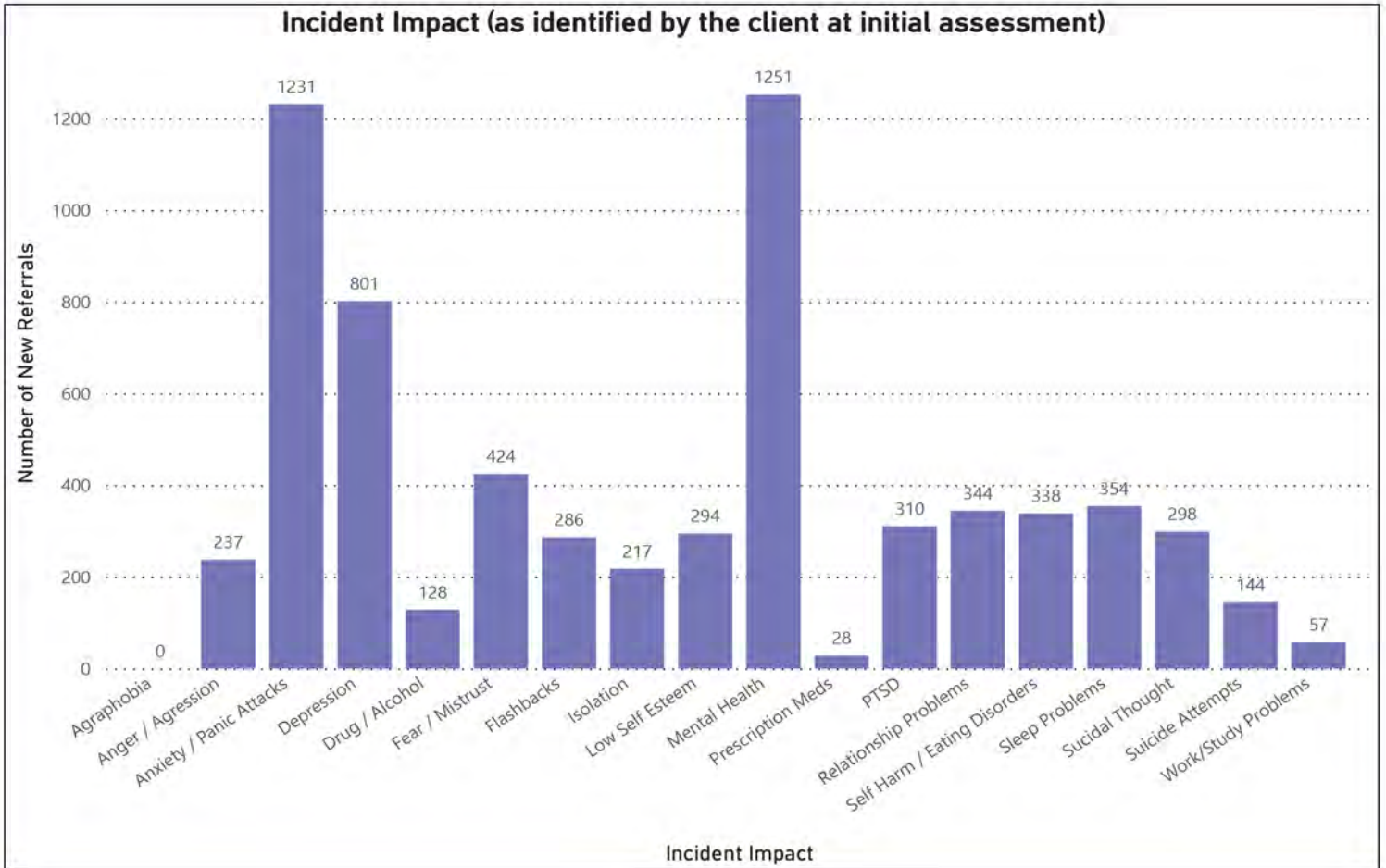
5.3% of new referrals were of minority ethnicity, 79.3% were white & 15.3% preferred not to disclose.

82.9% of all clients had no engagement with a Sexual Assault Referral Centre.

Over 2,500 calls were made to the helpline during 2022/23.

97.1% of all clients reported having not been involved in Domestic Violence.

Only 29% of clients had involvement with the police



# Financial Review

There was an excess of expenditure over income for the year of £92,325 (2022: Surplus of £718,810). The total reserves at the year end were £1,721,091 (2022: £1,813,416). With unrestricted funds totalling £945,251 (2022: £701,726), designated funds £598,884 (2022: £400,000) and restricted funds of £176,956 (2022: £711,690) The funds are adequate and available to fulfil the obligations of the organisation.

It is the policy of the charitable company that unrestricted funds which have not been designated for a specific use should be maintained at a minimum of four month's expenditure. The Trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charitable company's current activities while consideration is given to ways in which additional funds may be raised.

Unrestricted funds at £945,251 (2022: £701,726) are below the preferred level as set out by the reserves policy.

WMRSASC continues to face unprecedented demand for services which gave rise to short-term support from partner agencies in the previous financial year and enabled us to provide increased levels of service. Longer term, sustainable funding is still the aim, and we continue to work to address this in partnership with referral agencies. The main funder of services continues to be the West Mercia Police and Crime Commissioner, John Campion. We are grateful for his support and commitment to providing services to survivors and support for the advocacy services. We continue to work closely with Axis, as a subcontractor, to deliver these services across the wider West Mercia region.

# Structure, governance & management

The charitable company (Charity number 1136677 and Company number 07083844) is a company limited by guarantee incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its memorandum and articles.

Worcestershire and Herefordshire Rape and Sexual Abuse Support Centres are active divisions of West Mercia Rape and Sexual Abuse Support Centre. Purple Leaf is the training and education division of West Mercia Rape and Sexual Abuse Support Centre.

The Trustee Board will consist of no less than three and no more than eight members. Three Office Bearers (Chairperson, Treasurer, and Secretary) will be elected from the Trustees.

The election of the Trustees will take place at the West Mercia Rape and Sexual Abuse Support Centre Annual General Meeting.

Nominations of candidates for election as Trustees must be received in writing at the registered office of West Mercia Rape and Sexual Abuse Support Centre seven days prior to the AGM at which elections will take place. Nominations must be signed by one West Mercia Rape and Sexual Abuse Support Centre member and must be accompanied by the written consent of the candidate.

Nominations will be moved and seconded by any member of the organisation.

Casual vacancies on the Board will occur where the position of Trustee becomes vacant or where insufficient nominations for Trustee positions are received at an AGM. Where a casual vacancy occurs, the Trustees may appoint a Member to fill the vacancy until the next AGM.

Where all Trustee positions become vacant, General Members of West Mercia Rape and Sexual Abuse Support Centre may call a Special General Meeting to elect a new Trustee Board, in accordance with processes stipulated in the Memorandum and Articles.

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) the charity shall indemnify every trustee against any liability incurred in successfully defending legal proceedings in that capacity or in connection with any application in which relief is granted by the Court from liability for negligence, default or breach of duty or breach of trust in relation to the charity.

# Structure, governance & management

New Trustees will be provided with induction material on confirmation of their appointment. Induction material will include:

- a. West Mercia Rape and Sexual Abuse Support Centre's Worker Handbook (inclusive of Policies and Procedures)
- b. West Mercia Rape and Sexual Abuse Support Centre's Articles of Association
- c. Any other documentation deemed relevant by the Board

A meeting between a new Trustee and the Chairperson will be organised to provide the new member with orientation and relevant information about the Committee and the organisation.

To assist Board members in the conduct of their duties, all information resources of West Mercia Rape and Sexual Abuse Support Centre will be made available and may be accessed on request.

The Trustees holds the ultimate legal and managerial responsibility for West Mercia Rape and Sexual Abuse Support Centre and recognise the importance of maintaining an effective and active Board. As such, clarity in the roles and responsibilities of Board Members is essential.

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The Board has overall responsibility for ensuring that the charity is operating efficiently and effectively, its assets are safeguarded against unauthorised use or disposition, proper records are maintained and that financial information used within the charity or for publication is reliable and that the charity complies with relevant laws and regulations.

The Chief Executive Officer agrees the remuneration of the other members of key management.

Related parties are as defined in the note to the financial statements. A register of Trustees' interests is maintained, and declarations of interest are made at the commencement of Board meetings.

# Structure, governance & management

## **Fundraising**

### **Auditor**

Thomas and Young Limited were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

### **Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

The Trustees' report was approved by the Board of Trustees.



**E D Needham**

Trustee

4th July 2023

# Responsibilities of the Trustees

The trustees (who are also directors of West Mercia Rape & Sexual Abuse Support Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.



On behalf of the Board of Trustees  
E D Needham  
Treasurer  
4th July 2023

# Independent Auditor's Report

## To The Members of West Mercia Rape and Sexual Abuse Support Centre

### **Opinion**

We have audited the financial statements of West Mercia Rape & Sexual Abuse Support Centre (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepting Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

# Independent Auditor's Report

## To The Members of West Mercia Rape and Sexual Abuse Support Centre

### **Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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 or visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

# Independent Auditor's Report

## To The Members of West Mercia Rape and Sexual Abuse Support Centre

### **Responsibilities of trustees**

As explained more fully in the trustees' report responsibilities statement set out on page 27, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

However, it is the primary responsibility of management, with the oversight of the trustees, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, we have:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework; and
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud.

# Independent Auditor's Report

## To The Members of West Mercia Rape and Sexual Abuse Support Centre

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Companies Act 2006 (and related legislation), the Charities Act 2011 (and related legislation), and laws and regulations relating to the employment and payment of staff including, but not limited to, the Employment Rights Act 1996, the National Minimum Wage Act 1998 and the Pensions Act 2008.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements, which included reviewing the financial statement disclosures. This includes sample testing of monthly payroll records for the calculation of gross wages, payroll taxes and pension costs.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs and general staff overheads. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

# Independent Auditor's Report

## To The Members of West Mercia Rape and Sexual Abuse Support Centre

### Use of our report

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

*James Carty*

James Carty (Jul 4, 2023 11:47 GMT+1)

Carleton House  
266-268 Stratford Road  
Shirley  
Solihull  
B90 3AD

**Thomas and Young Limited**  
**Chartered Accountants**

Date: 5th July 2023

# Statement of financial activities

(Including income and expenditure account)  
For the year ended 31 March 2023

Current Financial Year	Notes	Unrestricted 2023 £	Designated 2023 £	Restricted 2023 £	TOTAL 2023 £	TOTAL 2022 £
<b>INCOME FROM:</b>						
Donations and legacies	3	11,459	-	-	11,459	42,893
Charitable activities	4	638,618	-	2,675,151	3,313,769	3,651,067
Investments	5	5,723	-	-	5,723	230
<b>TOTAL INCOME</b>		<b>655,800</b>	<b>-</b>	<b>2,675,151</b>	<b>3,330,951</b>	<b>3,694,190</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	6	355,362	-	3,067,914	3,423,276	2,975,380
<b>TOTAL EXPENDITURE</b>		<b>355,362</b>	<b>-</b>	<b>3,067,914</b>	<b>3,423,276</b>	<b>2,975,380</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>300,438</b>	<b>-</b>	<b>(392,763)</b>	<b>(92,325)</b>	<b>718,810</b>
Transfer between funds	10, 15 & 16	(56,914)	246,259	(189,345)	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>243,524</b>	<b>246,259</b>	<b>(582,108)</b>	<b>(92,325)</b>	<b>718,810</b>
Total funds brought forward		701,726	400,000	711,690	1,813,416	1,094,606
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>945,250</b>	<b>646,259</b>	<b>129,582</b>	<b>1,721,091</b>	<b>1,813,416</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Statement of financial activities

(Including income and expenditure account)  
For the year ended 31 March 2023

Prior Financial Year	Notes	Unrestricted 2022 £	Designated 2022 £	Restricted 2022 £	TOTAL 2022 £
<b>INCOME FROM:</b>					
Donations and legacies	3	42,893	-	-	42,893
Charitable activities	4	455,948	-	3,195,119	3,651,067
Investments	5	230	-	-	230
<b>TOTAL INCOME</b>		<b>499,071</b>	<b>-</b>	<b>3,195,119</b>	<b>3,694,190</b>
<b>EXPENDITURE ON:</b>					
Charitable activities	6	190,394	-	2,784,986	2,975,380
<b>TOTAL EXPENDITURE</b>		<b>190,394</b>	<b>-</b>	<b>2,784,986</b>	<b>2,975,380</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>308,677</b>	<b>-</b>	<b>410,133</b>	<b>718,810</b>
Transfer between funds	10, 15 & 16	(132,218)	175,000	(42,782)	-
<b>NET MOVEMENT IN FUNDS</b>		<b>176,459</b>	<b>175,000</b>	<b>367,351</b>	<b>718,810</b>
Total funds brought forward		525,267	225,000	344,339	1,094,606
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>701,726</b>	<b>400,000</b>	<b>711,690</b>	<b>1,813,416</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Balance sheet

## As at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	11	189,931		149,121	
Investments	12	103,268		102,961	
Cash at bank and in hand		1,693,366		1,976,031	
		<u>1,986,565</u>		<u>2,228,113</u>	
<b>CREDITORS</b> : amounts falling due within one year					
	13	<u>(265,474)</u>		<u>(414,697)</u>	
<b>NET CURRENT ASSETS</b>			<u>1,721,091</u>		<u>1,813,416</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>1,721,091</u>		<u>1,813,416</u>
<b>FUNDS</b>					
Unrestricted			945,250		701,726
Designated	15		646,259		400,000
Restricted	16		129,582		711,690
<b>TOTAL FUNDS</b>			<u>1,721,091</u>		<u>1,813,416</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 4th July 2023.



Trustee  
Company Registration No. 07083844

# Cashflow

For the year ended 31 March 2023

	Notes	2023 £	2022 £
<b>CASH INFLOW FROM OPERATING ACTIVITIES</b>	19	<b>(288,081)</b>	967,358
<b>CASH OUTFLOW FROM INVESTING ACTIVITIES</b>			
Payment to acquire tangible fixed assets		-	-
Bank interest received		5,416	25
<b>NET CASH OUTFLOW FROM INVESTING ACTIVITIES</b>		<b>5,416</b>	25
<b>NET (DECREASE)/ INCREASE IN CASH AND CASH EQUIVALENTS</b>		<b>(282,665)</b>	967,383
<b>CASH AND CASH EQUIVALENTS AT THE START OF PERIOD</b>		<b>1,976,031</b>	1,008,648
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>		<b>1,693,366</b>	1,976,031
<b>CASH AND CASH EQUIVALENTS CONSISTS OF:</b>			
Cash at bank and in hand		1,693,366	1,976,031

# Notes to the accounts

## For the year ended 31 March 2023

### 1. ACCOUNTING POLICIES

#### **Basis of Preparing Financial Statements**

The financial statements have been prepared in accordance with the charitable company's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Standard applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under historical cost convention. The principal accounting policies adopted are set out below.

#### **Going Concern**

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In the event of the Charity being wound up, the liability in respect of Guarantee is limited to £10 per member of the Charity.

#### **Charitable Funds**

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

Designated funds comprise of unrestricted funds that have been set aside by the Trustees for specific purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

#### **Income recognition**

All incoming resources are included in the Statement of Financial Activities (Sofa) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant are recognised at the time of the donation.

Grant income is accounted for under the performance model and is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.

# Notes to the accounts

## For the year ended 31 March 2023

### 1. ACCOUNTING POLICIES (CONT'D)

#### Resources Expended

Liabilities are recognised for the amounts the charity anticipates it will have to pay to settle a debt or the amounts that it has received in advance as payment for the services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity. Costs are allocated on a time spent basis across all income received to conduct the core activities of the charitable company. Other expenditure represents those items not falling into any other heading.

Any capital expenditure less than £1,000 is not considered for capitalisation.

#### Governance Costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

#### Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

#### Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

#### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

#### Other financial assets

Other financial assets comprise current asset investments being monies placed on deposit on terms exceeding 90 days

#### Basic financial liabilities

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

# Notes to the accounts

## For the year ended 31 March 2023

### 1. ACCOUNTING POLICIES (CONT'D)

#### Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

#### Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### Pension costs and other post retirement benefits

The Charity operates a defined contribution pension scheme. Contributions payable to the pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### Leases

Rentals payable under operating leases, including any lease incentives received, are chargeable as an expense on a straight line basis over the term of the relevant lease.

### 2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of the assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity and is a critical judgement in the preparation of these financial statements.

Income received under service contract in regard to IICSA is received on the understanding per the service contract that the charitable company will not make a profit exceeding a stated level (or if they do then at the end of the contract then the excess profits above this level will be repayable to the funder). Income and relating expenditure in regard to IICSA activities has been accounted for as a restricted fund, with a transfer from this restricted fund to unrestricted funds in line with the level of permissible profits that the charitable company can make in accordance with the service contract. This is a critical judgement in the preparation of these financial statements.

# Notes to the accounts

## For the year ended 31 March 2023

### 2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS (CONT'D)

Unrestricted charitable activities income includes income received under service contract to provide counselling services that is nominally billed on a flat monthly fee basis, but where the amount of this flat monthly fee is based on an anticipated level of counselling sessions being provided. At the year end the charitable company had current year commitments to provide future counselling sessions under this service contract. On the basis that the performance-related conditions of this income has not been fully met at the year end, a proportion of the current year income received under this service contract has been deferred. This is a critical judgement in the preparation of these financial statements. Additionally, the calculation of the amount of income to be deferred is based on various assumptions as to how many future counselling sessions each individual participating in this scheme will require in the future (up to a maximum of 10 counselling sessions per participating individual as per the service contract) and the calculation of the level of income deferred is a critical accounting estimate in the preparation of these financial statements.

In 2021-22 there were three additional service contracts awarded (Safer Streets) for which an amount of income has been deferred due to extended delivery timescales running into 2022-23. The level of income deferred is a critical accounting estimate in the preparation of these financial statements.

The level of deferred income at the year end is disclosed in note 13 of these financial statements.

### 3. DONATIONS AND LEGACIES

	Unrestricted 2023 £	Restricted 2023 £	TOTAL 2023 £	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £
Donations and gifts	11,459	-	11,459	42,893	-	42,893

# Notes to the accounts

## For the year ended 31 March 2023

### 4. CHARITABLE ACTIVITIES

	Unrestricted 2023 £	Restricted 2023 £	TOTAL 2023 £	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £
Income for charitable activities	<u>638,618</u>	<u>2,675,151</u>	<u>3,313,769</u>	<u>455,948</u>	<u>3,195,119</u>	<u>3,651,067</u>

	Restricted 2023 £	Restricted 2022 £
Included within income relating to provision of core services are the following grants:		
Bromsgrove District Council	-	10,000
Herefordshire Community Fund	2,399	10,000
Masonic Charitable Fund	2,000	-
MoJ - ISVA/CSE	-	325,703
PCC Counselling	239,783	-
PCC Critical Support Fund	-	206,003
PCC Sexual Violence Fund	-	51,771
RCEW - Training Fund	-	28,718
Rape Support Funds	-	347,200
Rowland Trust	411,627	5,000
SVS CSA	-	45,640
The Big Give	-	7,403
William Cadbury Trust	-	20,000
Worcestershire County Council	-	100,000
	<u>655,809</u>	<u>1,157,438</u>

### 5. INVESTMENTS

	Unrestricted 2023 £	Restricted 2023 £	TOTAL 2023 £	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £
Bank interest receivable	<u>5,723</u>	<u>-</u>	<u>5,723</u>	<u>230</u>	<u>-</u>	<u>230</u>

# Notes to the accounts

## For the year ended 31 March 2023

### 6. CHARITABLE ACTIVITIES

	Notes	Total 2023 £	Total 2022 £
Staff costs	9	2,431,352	1,985,494
Capacity workers		542,671	603,684
Counsellors		2,682	29,363
Supervision		30,214	27,159
Training		46,412	43,335
Volunteer and staff travel		67,907	38,333
Premises		97,526	70,523
Outreach work		9,806	7,206
Stationery and books		12,981	7,191
Office expenses and consumables		11,064	32,724
Telephone		34,175	41,736
ICT		91,309	39,181
Advertising		2,736	-
Insurance		10,055	3,851
Professional fees		14,196	29,522
Other costs		9,480	8,309
Sundries		2,860	1,769
		<b>3,417,426</b>	<b>2,969,380</b>
Governance costs	7	<b>5,850</b>	<b>6,000</b>
		<b>3,423,276</b>	<b>2,975,380</b>
Analysed by fund			
Unrestricted funds		355,362	190,394
Restricted funds		3,067,914	2,784,986
		<b>3,423,276</b>	<b>2,975,380</b>

### 7. GOVERNANCE COSTS

		2023 £	2022 £
Audit fees	Governance of charitable activities	<b>5,850</b>	<b>6,000</b>

# Notes to the accounts

## For the year ended 31 March 2023

### 8. TRUSTEES (including related party transactions)

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, nor were any expenses reimbursed (2022: £Nil).

During the year payroll and company secretarial services were provided by Kendall Wadley LLP of which Elizabeth Needham a Trustee is a partner. These amounted to £7,354 (2022: £5,601). Year end creditor due to Kendall Wadley of £Nil (2022: £Nil).

Dianne Whitfield who was a trustee of the charity until January 2023, is a trustee of Rape Crisis England & Wales (RCEW). During the year, income totalling £15,067 (2022: £55,089) was invoiced to RCEW for the provision of Live Chat services, and £20,838 (2022: £13,898) was invoiced by RCEW relating to the provision of training. Year end debtor due from RCEW of £Nil (2022: £16,471). Year end creditor due to RCEW of £Nil (2022: £6,201).

Sian Patterson's partner provided design and printing services to the charity. The amount paid to the supplier in the year was £798. (2022: £1,209). The amount outstanding at the year end was £Nil (2022: £Nil).

### 9. STAFF COSTS AND KEY MANAGEMENT PERSONNEL

	2023 £	2022 £
Wages and salaries	2,064,198	1,762,121
Social security costs	182,766	157,344
Pension costs	184,388	66,029
	<u>2,431,352</u>	<u>1,985,494</u>

	2023 Number	2022 Number
The average number of employees during the year was as follows:		
Chief Executive	1	1
Staff managers	3	3
Operational and administrative staff	87	72
	<u>91</u>	<u>76</u>

No employee received total emoluments of more than £60,000 in the year (2022: Nil)

The charity operates a defined contribution plan for the benefit of its employees.

During the year the total paid to key management was £181,781 (2022: £210,418)

# Notes to the accounts

## For the year ended 31 March 2023

### 10. TRANSFERS

The transfers of funds from the restricted IICSA fund to the unrestricted fund relates to the management fees permitted to be recovered under the terms of the funding agreement.

All other transfers relate to the release of funds on completed projects as agreed with the fund providers.

### 11. DEBTORS

	2023 £	2022 £
Trade debtors	76,000	116,495
Prepayments and accrued income	113,931	32,626
	<u>189,931</u>	<u>149,121</u>

### 12. CURRENT ASSET INVESTMENTS

	2023 £	2022 £
Cash equivalents on deposit	<u>103,268</u>	<u>102,961</u>

### 13. CREDITORS: Amounts falling due within one year

	Note	2023 £	2022 £
Trade creditors		47,888	37,035
Social security and other taxes		40,901	44,655
Deferred contract income	2	73,554	256,479
Deferred income		32,880	5,860
Accruals		62,901	65,213
Other creditors		7,350	5,455
		<u>265,474</u>	<u>414,697</u>

# Notes to the accounts

## For the year ended 31 March 2023

### 14. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

#### Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £184,388 (2022: £66,029). The increase in pension contributions in the year reflect the individual decisions by employees with respect to the level of pension contributions paid under salary sacrifice arrangements established by HMRC, and an increased percentage paid by the employer.

The pension liability and expense are allocated to unrestricted or restricted based upon the employee that the contribution is for.

The outstanding pension contributions at the year end amounted to £Nil (2022: £Nil).

### 15. DESIGNATED FUNDS

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for the specific purpose described below:

	Balance at 1 April 2021 £	Movement in funds £	Balance at 1 April 2022 £	Movement in funds £	Balance at 31 March 2023 £
Winding up provision	225,000	75,000	300,000	20,983	320,983
Legal and professional advice	-	100,000	100,000	-	100,000
Safer Streets Contract				47,375	47,375
Counselling service	-	-	-	177,901	177,901
	<u>225,000</u>	<u>175,000</u>	<u>400,000</u>	<u>246,259</u>	<u>646,259</u>

WMRSASC recognises the complexities of working within the sexual violence field and as such ensures that there are sufficient funds available to ensure that no clients are left without support should there be a need to close the organisation. WMRSASC has a clear exit strategy should additional funding not be forthcoming which includes staff redundancy, commitments to any debtors and ethical endings within the therapeutic relationships.

# Notes to the accounts

## For the year ended 31 March 2023

### 16. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising of the following unexpended balances of contracts, donations and grants held on trust for specific purposes:

	Balance at 1 April 2022 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 31 March 2023 £
Counselling	234,343	255,534	(492,409)	42,721	40,189
IICSA	208,759	111,189	(217,761)	(102,187)	-
ISVA/CSE	145,258	1,894,402	(1,906,129)	(44,138)	89,393
Rape Support Funds	-	411,627	(411,627)	-	-
Safer Streets	58,739	-	-	(58,739)	-
Training	59,591	2,399	(34,988)	(27,002)	-
Other	5,000	-	(5,000)	-	-
	<b>711,690</b>	<b>2,675,151</b>	<b>(3,067,914)</b>	<b>(189,345)</b>	<b>129,582</b>

	Balance at 1 April 2021 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 1 April 2022 £
Counselling	60,000	525,177	(350,834)	-	234,343
IICSA	241,361	356,449	(346,269)	(42,782)	208,759
ISVA/CSE	42,978	1,736,703	(1,634,423)	-	145,258
Rape Support Funds	-	347,200	(347,200)	-	-
SVS CSA	-	45,640	(45,640)	-	-
Safer Streets	-	81,482	(22,743)	-	58,739
Training	-	97,468	(37,877)	-	59,591
Other	-	5,000	-	-	5,000
Restricted Fund Balances	<b>344,339</b>	<b>3,195,119</b>	<b>(2,784,986)</b>	<b>(42,782)</b>	<b>711,690</b>

#### Counselling:

Bromsgrove District Council  
Herefordshire Community Fund  
PCC Critical Support Fund

Eveson Charitable Trust  
Herefordshire County Council  
PCC Sexual Violence Fund

The Big Give  
William Cadbury Fund  
Worcs County Council

**IICSA** (Independent Inquiry into Child Sexual Abuse) - contract with Home Office for the provision of support to individual participants within the Truth project and Investigations

**Rape Support Funds** (Herefordshire and Worcestershire) - grants directed through the Ministry of Justice to provide specialist support to female and/or male victims who have experienced rape or sexual abuse at any point in their life.

# Notes to the accounts

## For the year ended 31 March 2023

### 16. RESTRICTED FUNDS (CONT'D)

#### ISVA/CSE

Ministry of Justice  
Children in Need

PCC CSE Funding

PCC ISVA Funding

**PCC Safer Streets** - contracts to provide education and awareness raising sessions within education settings to improve the safety of public spaces for all, with a particular focus on areas of potential concern to women and girls.

**Training** - mainly a grant from Rape Crisis England & Wales (RCEW) to support costs of rolling out additional ISVA training modules. Income also includes course fees from attendees.

**SVS CSA** – contract for the delivery of the Home Office Sibling Sexual Abuse Project on behalf of RCEW.

**Other** - Rowland Trust - grant for the provision of soundproof flooring.

### 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2023 are represented by:				
Current assets/(liabilities)	<b>945,250</b>	<b>646,259</b>	<b>129,582</b>	<b>1,721,091</b>
Fund balances at 1 April 2022 are represented by:				
Current assets/(liabilities)	701,726	400,000	711,690	1,813,416

# Notes to the accounts

## For the year ended 31 March 2023

### 18. OPERATING LEASES

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows

	2023 £	2022 £
Within 1 year	47,176	45,571
Between 2 and 5 years	61,526	103,797
More than 5 years	-	-
	<u>108,702</u>	<u>149,368</u>
Rent paid under operating leases in the year	<u>50,675</u>	<u>48,481</u>

All operating lease payments are treated as an expense.

### 19. CASH INFLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net Income for the year	<b>(92,325)</b>	718,810
Adjustments for:		
Investment income recognised in statement of financial activities	<b>(5,723)</b>	(230)
Movements in working capital		
(Increase)/decrease in debtors	<b>(40,810)</b>	19,135
(Decrease)/increase in creditors	<b>(149,223)</b>	229,643
	<u><b>(288,081)</b></u>	<u>967,358</u>

### 20. ANALYSIS IN CHANGES IN NET FUNDS

The charitable company had no debt during the year.

# West Mercia Rape & Sexual Abuse Support Centre



PO BOX 240, WORCESTER, WR1 2LF

WORCESTERSHIRE OFFICE: 01905 611655

EMAIL: [OFFICE@WMRSASC.ORG.UK](mailto:OFFICE@WMRSASC.ORG.UK)

HEREFORDSHIRE OFFICE: 01432 266551

WEBSITE: [WWW.WMRSASC.ORG.UK](http://WWW.WMRSASC.ORG.UK)



@WMRSASC

CHARITY REGISTRATION NO. 1136677 COMPANY NO. 07083844

WEST MERCIA RAPE & SEXUAL ABUSE SUPPORT CENTRE IS A COMPANY LIMITED BY GUARANTEE IN ENGLAND AND WALES. REGISTERED OFFICE IS KENDALL WADLEY CHARTERED ACCOUNTANTS, 71 GRAHAM ROAD, MALVERN, WORCESTERSHIRE, WR14 2JS. PLEASE NOTE THIS IS NOT PART OF ANY WMRSASC PREMISES.






# Annual Report 2023 WIP v004 auditors

Final Audit Report

2023-07-04

Created:	2023-07-04
By:	Joanne Moores (finance@wmrsasc.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAANeV9T42Zak76LJYVQEgH2vO95tfgYSU_

## "Annual Report 2023 WIP v004 auditors" History

-  Document created by Joanne Moores (finance@wmrsasc.org.uk)  
2023-07-04 - 10:34:13 AM GMT
-  Document emailed to James Carty (jcarty@thomasandyoung.co.uk) for signature  
2023-07-04 - 10:34:23 AM GMT
-  Email viewed by James Carty (jcarty@thomasandyoung.co.uk)  
2023-07-04 - 10:47:05 AM GMT
-  Document e-signed by James Carty (jcarty@thomasandyoung.co.uk)  
Signature Date: 2023-07-04 - 10:47:53 AM GMT - Time Source: server
-  Agreement completed.  
2023-07-04 - 10:47:53 AM GMT

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

England & Wales - Charity number 1136677

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# Accounts

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**West Mercia**  
**Rape and Sexual Abuse**  
Support Centre



**Trustees' Annual Report & Financial Statements**

**Year Ended 31st March 2022**

# Reference and administration information

Company Name	West Mercia Rape and Sexual Abuse Support Centre (WMRSASC)
Charity number	1136677
Company number	07083844
Principal Office	PO BOX 240, Worcester, WR1 2LF
Registered office	Granta Lodge, 71 Graham Road, Malvern, WR14 2JS

## Trustees

The directors of the charitable company are also its trustees for the purpose of charity law. The trustees who have served during the year and since the year end were as follows:

J Griffiths (Chair)	E D Needham
A Khan	D Whitfield
S Patterson (appointed 01.04.22)	C Hughes (appointed 07.04.22)

## Key Management Personnel

Chief Executive Officer	J Anderson
Head of Operations - WMRSASC	D Griffiths
Head of Operations - Purple Leaf	K Best
Head of Finance	K Merrick

## Professional Advisers

Auditor	Thomas & Young Limited, Carleton House, 266-268 Stratford Road, Solihull, B90 3AD
Bankers	Lloyds Bank plc, 4 The Cross, Worcester, WR1 3PY

# CONTENTS

Trustees' Annual Report	1
Message from the Chair	2
Introduction from the CEO	3
Organisational Structure	7
Prevent	9
Cope	11
Recover	14
Growth	17
Sustainability	17
Service Infographics	21
Financial Review	23
Statement of Trustees' Responsibilities	27
Independent Auditor's Report	28
Statement of financial activities	33
Balance Sheet	35
Statement of Cashflows	36
Notes to the Financial Statements	37

# Trustees' report (including directors' report)

The Trustees present their report and accounts for the year ended 31 March 2022. The Trustees' report satisfies the requirements of a directors' report as required by Company Law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

## Objects and activities

WMRSASC's charitable objects are:

*"to relieve sickness and distress by providing specialist support services and interventions for survivors of all forms of sexual violence, harm, exploitation and abuse, with support extended to their families. Our services include the provision of preventative work, education and training for groups and individuals".*

The aim of the charity is to provide a specialist, confidential and non-judgemental sexual violence support service for survivors of all forms of sexual violence (aged five years plus), their families and supporters across Worcestershire, Herefordshire and Shropshire (Branch & Branch Plus services).

Broadly, WMRSASC offers a range of services including helpline, advocacy and therapeutic services. Our training and trading arm, Purple Leaf, offers a range of Professional Development Training for both agencies and individuals as well as a service supporting children and young people who have displayed harmful sexual behaviour.

WMRSASC is committed to develop the range and accessibility of our services and to raise awareness about the impact of rape and sexual abuse.

The Trustee Board has paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

# Message from the Chair



If I had déjà vu last year, it is definitely here again after a second year of continuous trauma to our communities and loved ones. Thankfully, the constraints are easing somewhat and, whilst maintaining caution at our facilities, we are finally able to see clients in person once more. For me, working from home is easy, as it's been my 'normal' for years to remotely reach out to business colleagues and clients in different countries, so I haven't really seen much change aside from an inability to travel for meetings. Of course this is not the case for our team at WMRSASC, or for our clients, who have been forced into a new way of existing, of trying to co-create support pathways under extremely challenging conditions.

Our entire team continues to impress me with their flexibility and resilience, our leadership with their stamina and sheer determination to make sure we find new ways to deliver on our mission: to enable those who have been silenced by rape, sexual abuse and exploitation to have a voice; and to make a difference by delivering the best specialist support and prevention services.

At the time of writing we are still waiting to assess the fallout of prolonged lockdowns in terms of increased service demand, particularly where clients have been unable to access remote support because they live with their perpetrator.

On the plus side, the necessary push for remote working over the last two years has led to an expansion of our online services and created wider opportunities in the delivery of training and development courses from our educational team.

There can be no denying the extent of sexual violence experienced throughout the country, still predominantly against women and girls, with the failures in our justice system highlighted even more starkly over the last year. Local funding is threatened as these extremely specialised services are increasingly put out to tender, providing an attractive target to generalised national bidders. Increasingly our management team is diverted from key services to focus on complex bid-writing, often with less than a two-week turnaround.

It is so easy to get disheartened, yet every day the WMRSASC team continues to make a heroic effort to play their part in supporting survivors of sexual violence. As always, I remain humbled by their dedication.

For each and every client who reaches out to us, we recognise and applaud your courage, and remain committed to serving you.

It continues to be my honour to play a small part in this important work and I thank my fellow Trustees for the opportunity to act as Chair.

Joy Griffiths

# Introduction from the CEO

## *Our Vision:*

*“All survivors of sexual violence receive the support they need, when they need it, for as long as they need it.”*

In carrying out this vision, we will ensure that the highest standards of quality and equal opportunities apply throughout. WMRSASC recognise that survivors' journeys are individual and can be life-long and complex, a single agency response is not always appropriate and/or sufficient, and to ensure that survivors' needs are met, we will proactively work with partners to ensure that individual needs are met through direct service provision and a partnership multi-agency response.

Decision making principles:

*“We balance the needs of the client, the team and the organisation in every decision we make in order to provide the best service we can for survivors.”*

### **About West Mercia Rape and Sexual Abuse Support Centre**

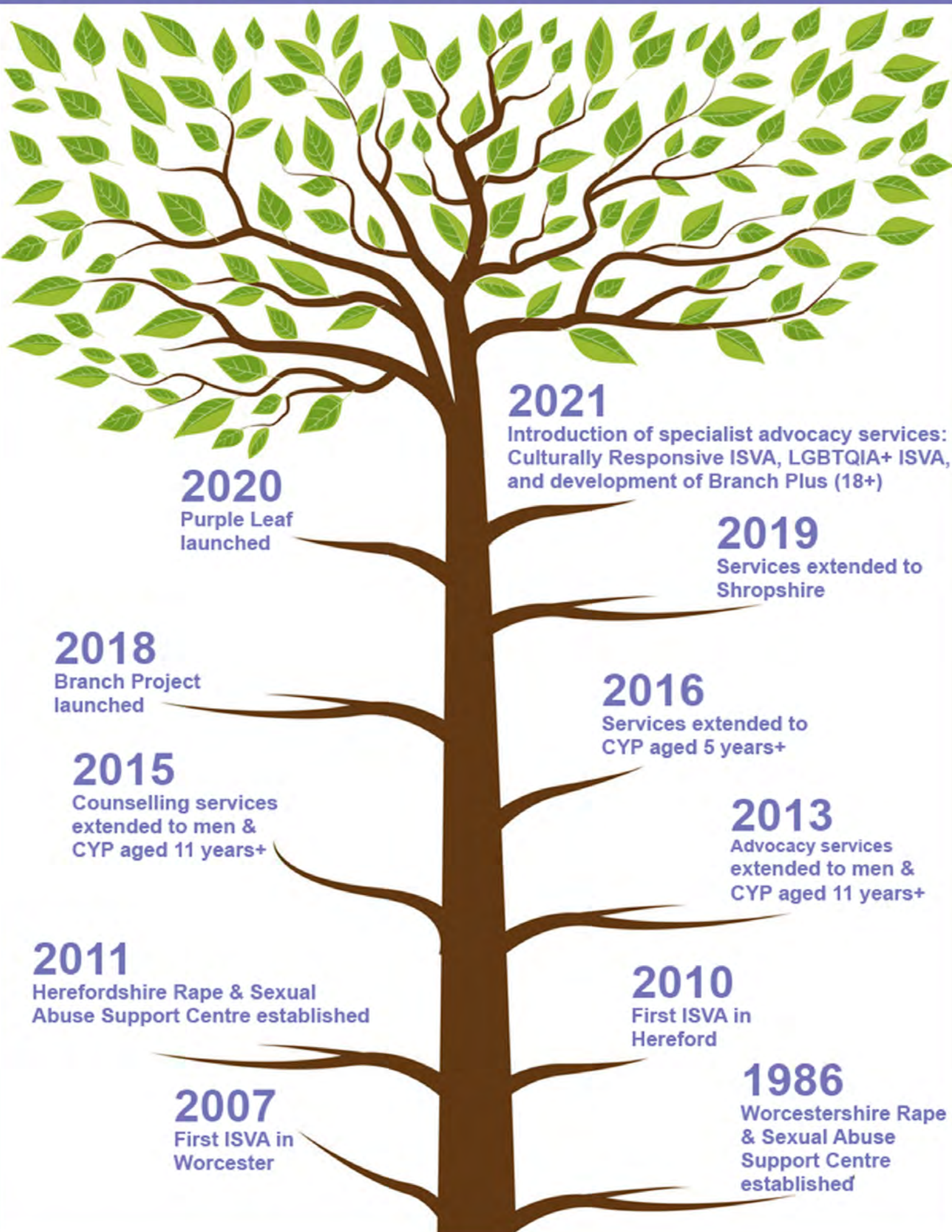
West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) is a registered charity that was established within Worcestershire in 1986, expanded to Herefordshire in 2011 and Shropshire in 2019.

Services were first developed as a 'grass roots', by and for response to the levels of sexual violence and, like many other rape crisis centres, these were first dedicated to supporting women and girls aged 16+. Services expanded gradually to include counselling support and the launch of the first Independent Sexual Violence Advocate within the West Mercia Police area in 2007. 2011 saw the expansion into Herefordshire with support from the Ministry of Justice's New and Emerging Centre Initiative. In 2013, the advocacy services were extended to men, children and young people (aged 11+) with counselling services extended in 2015.

In 2016, both the counselling and advocacy services began supporting children from the age of five years. 2018 saw the development of the Branch Project work to support children and young people who have experienced or are at risk of sexual exploitation and this work was then expanded to Shropshire in 2019. 2020 saw the launch of our training arm Purple Leaf, working to prevent sexual violence through education.

We remain committed to community engagement and providing volunteering opportunities.

# WMRSASC Timeline



**2020**  
Purple Leaf  
launched

**2021**  
Introduction of specialist advocacy services:  
Culturally Responsive ISVA, LGBTQIA+ ISVA,  
and development of Branch Plus (18+)

**2019**  
Services extended to  
Shropshire

**2018**  
Branch Project  
launched

**2016**  
Services extended to  
CYP aged 5 years+

**2015**  
Counselling services  
extended to men &  
CYP aged 11 years+

**2013**  
Advocacy services  
extended to men &  
CYP aged 11 years+

**2011**  
Herefordshire Rape & Sexual  
Abuse Support Centre established

**2010**  
First ISVA in  
Hereford

**2007**  
First ISVA in  
Worcester

**1986**  
Worcestershire Rape  
& Sexual Abuse  
Support Centre  
established

# Our approach - statement of values

## *Integrity*

We are ethical and respectful at all times, inspiring trust from our clients and each other, consistently delivering our commitments by standing our ground and challenging inappropriate behaviour and injustice.

## *Empowerment*

We take responsibility for our own actions, supporting others to do the same by developing our own skills and abilities and fostering the same sense of self care and self-worth in our clients and each other.

## *Accountability*

We are accountable in our own decision-making processes for continual improvements in the services we offer. We collaborate with partners and listen to the voices of our service users to ensure that we offer the best service we can.

WMRSASC services are accredited by Rape Crisis (England & Wales) National Service Standards.



# Reflections on the past year

WMRSASC has faced another challenging year in 2021/22, but I am proud and pleased to say that despite working through a national pandemic, WMRSASC has continued to develop and move forward over the past 12 months. This report is an overview of challenges, service delivery and development.

Our team of managers, staff and volunteers continue to deliver excellent services to survivors of all forms of rape, sexual violence, abuse, and exploitation, whilst remaining true to our ethos and values. Service development and delivery is in line with our strategic aims (above) and our team remain dedicated to providing much needed support, interventions, and education.

This year saw the temporary closure of our counselling waiting list. Demand for services and support had grown quickly and high waiting times were exacerbated by Covid, when combined with a lack of sustainable funding and support from local partners, with very heavy hearts, we made the incredibly difficult decision to close the waiting list on 30th June 2021. Support from clients was overwhelming with many offering to speak on our behalf, local and national media engaged and supported us and local elected members were keen to understand the issues, and again, support us. Herefordshire Council and the Police and Crime Commissioner offered funding immediately and assisted us to engage with Worcestershire Council and the health partners. Whilst we still do not have sustainable funding for the counselling service, the closure of our waiting list prompted a 'Needs Assessment' that was completed in 2022 by TONIC, we are hopeful that this will demonstrate the need for commissioned, sustainable funding for survivors of sexual violence and abuse.

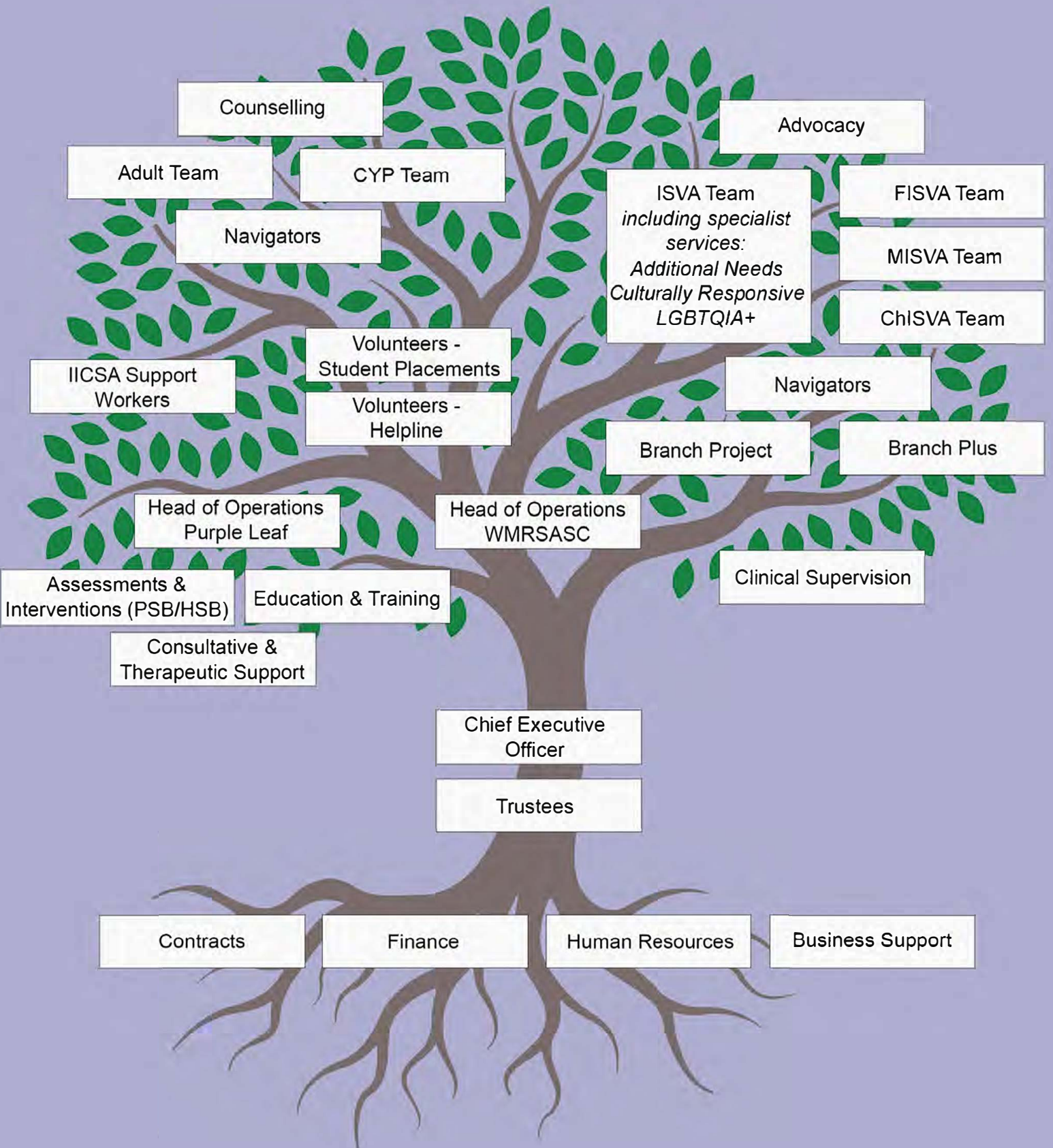
Throughout these difficult times, our team have worked continuously, and I would like to thank everyone for their support, adaptability, dedication, and resilience.

Jocelyn Anderson  
Chief Executive Officer



Established in 1986, West Mercia Rape & Sexual Abuse Support Centre is a registered charity (1136677) providing specialist support, advocacy and training services.

We currently employ 90 members of staff and have 9 volunteers, 5 sessional counsellors, 6 student counsellors and 6 trustees.



# Strategic priorities - 2019 to 2024



## Prevent

Through the development and provision of education, raising awareness and providing specialist support, we will work to prevent and eliminate sexual violence by educating about healthy and respectful relationships, awareness of the impacts of sexual violence and early identifications of harmful sexual behaviours.



## Cope

When a survivor discloses sexual violence, we will provide practical and emotional support to cope with the immediate aftermath of the disclosure through provision of advocacy services, support, and guidance, to ensure survivors are empowered to make informed choices and decisions.



## Recover

Sexual violence in any form is destructive and can impact upon the development, welfare, and well-being of clients throughout their life. WMRSASC will work alongside clients to provide the therapeutic support they need to move from surviving to thriving. By providing therapeutic support services including counselling, play therapy and group work to effectively address the legacy of abuse.



## Growth

We see the demand for our services increasing year on year. WMRSASC is committed to developing services to respond effectively to changes and trends in sexual violence and abuse. Our service provision will continue to adapt to meet the changing need, with our focus on the development of Purple Leaf; training and prevention service, which will complement our existing provision and diversify our funding base.



## Sustainability

WMRSASC provides high quality specialist sexual violence services. We are committed to ensuring that we remain able to provide these much-needed services to survivors. This priority focuses not only on financial sustainability and stability but also encompasses the need to ensure that our staff and volunteers are effectively supported to maintain a healthy work life balance and to mitigate the impact of vicarious trauma associated with this area of work.

# Prevent

WMRSASC is committed to raising awareness of the issues surrounding sexual violence and ensuring that those who are affected by it have access to the support that they need. This aim, however, seeks to end sexual violence in all of its forms and is dedicated to preventative work. This encompasses our training arm Purple Leaf which itself has three main focuses for service delivery: Education and Training, Assessment and Intervention Services for Children and Young People, and Consultative Supervision and Therapeutic Support.

Purple Leaf's paid for services provide revenue to supplement WMRSASC's unrestricted reserves enabling us to contribute to the funding of core services such as the provision of the helpline and counselling for all.

Through education, within schools and colleges but also with professionals, we seek to raise awareness of sexual violence, what constitutes a healthy sexual relationship and how to recognise and respond effectively to disclosures.

2021/22 has seen us deliver 1218 sessions of Police and Crime Commissioner funded Purple Leaf Education to children and young people at risk of or who have experienced child sexual exploitation, develop and deliver training to better inform Night-time Economy Staff on how to be safe and effective bystanders (including the development of eLearning, branded learning management systems and train-the-trainer resources), and deliver accredited training to a range of professionals including Independent Sexual Violence Advocates and General Medical Council teams of decision makers and contact centre staff. We have developed a sexual harassment training product in collaboration with Irwin Mitchell LLP which we launched at the Health and Wellbeing Fair in March 2022.

Our assessment and intervention for children and young people service has provided services to both children and young people who have caused harm to others as well as children and young people who have both experienced sexual harm and caused harm to others (previously known as dual status / experience children). In our first full year of operation, we have received 53 referrals into our service. Of these, eight children and young people required a specialist assessment for children who have caused sexual harm (using the AIM assessment framework), 11 were referred into our bespoke dual experienced pathway for boys who have experienced sexual harm and caused sexual harm, and the remaining referrals were reviewed for 1:1 education support (where appropriate).

We have developed an 18-session bespoke programme of psychosocial education for boys who have been sexually harmed and caused harm to others and an intervention programme for children and young people who have exhibited harmful sexual behaviour.

We have led (in collaboration with University of Birmingham) on the children and young people aspects of Rape Crisis England and Wales national home office funded Sibling Sexual Abuse Project. Our specific objectives were to create an assessment model and good practice guidance for professionals supporting children and families impacted by sibling sexual abuse. The tool was piloted with five rape crisis centres and launched on

2nd February 2022. We also took part in the National Sibling Sexual Abuse conference and developed and delivered training to support the tool. This work has identified, not only a research and service gap, but has produced a toolkit for RCEW centres to assess whether (or not) they are the right agency to support survivors and/or perpetrators of sibling sexual abuse. Since the launch we have worked with nine siblings and their families who have benefited from this evidence-based tool and approach to assessment and intervention.

We have provided consultative supervision to a number of professionals as well as providing the option of therapeutic support for families impacted by harmful sexual behaviour and for those who have experienced sexual abuse.

## Our impact

We continue to score over 95% positive attainment of all our outcomes both in group and 1:1 education settings. Qualitative feedback from our children includes:

'I know where to seek help'

'I realised who I have and who I can talk to'

'You give us the option to speak or not and respect our opinions and thoughts'

Feedback from our professionals training has supported our online/blended delivery model and materials and the way in which it is delivered.

'The training has been fantastic, really informative. I came with very little knowledge of the role and will go away with so much information and more confidence to start my work with clients. The trainers were brilliant and extremely knowledgeable, and the input has been invaluable'

Our positive impact within the assessment and intervention service can be evidenced by positive feedback from the children and families we work with, the ability to build relationships with us and share our concerns and our continued growth within West Mercia as a valued provider of both assessment and intervention services in this field. We are seen as a regional expert offering advice and consultation to a range of stakeholders including social care staff, health workers, education and families for assessment and support in what is often a very difficult issue for both families and professionals.

The Independent Sexual Violence Advocate (ISVA) service offers practical and emotional support primarily to individuals who have reported the crimes against them to the police, and are involved in the criminal justice process.

The ISVA is independent of all statutory sector agencies and will liaise between the police and the victim, offering support through the process and beyond, no matter what the criminal justice outcome. Within this team are several specialist roles including the Family (FISVA) advocates who work, most commonly with parents, partners, and family members. The FISVA role enables the youngest survivors of sexual violence, those aged five and under, to receive support through the FISVA engagement with their parent or carer. The Children & Young People's team (CHISVA) works with clients aged five and over, and with clients who may require special educational needs aged 18-25.

This year has seen the development of new roles to better meet the needs of the LGBTQ+ community, clients with additional needs, and a culturally responsive ISVA to meet the needs of racial diversity. Funding has also been received to extend our Branch Project with Branch Plus. The Branch Project, WMRSASC's Child Sexual Exploitation (CSE) support service, is now in its fourth year of operation and works across Herefordshire, Worcestershire and Shropshire with children and young people who are at risk of, or who have experienced sexual exploitation. Branch Plus will extend these support services to adults who are at risk of, or who have experienced sexual exploitation.

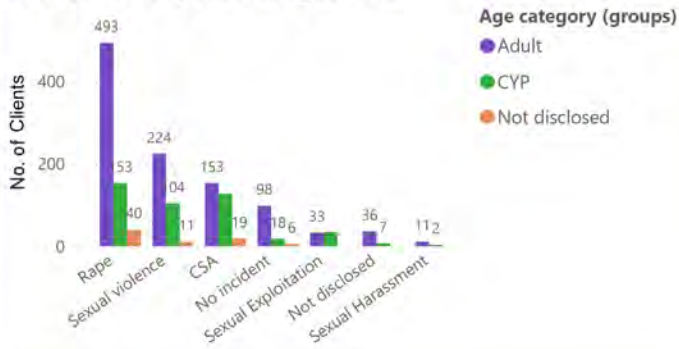
Advocacy services are delivered across West Mercia, WMRSASC subcontract service delivery (excluding CSE) in Shropshire, Telford and Wrekin to Axis. The WMRSASC team has worked exceedingly hard to ensure that processes and procedures are aligned between the two services and that clients receive the same high-quality support, no matter where they live.

The Advocacy team is supported by the Navigator team who triage all new external referrals and are the first point of contact into the organisation for all advocacy clients. Their role is to support and empower clients by informing them of the services available within the organisation, allowing clients to make an informed choice about the support most appropriate for them at the time. The navigators work to collect all necessary client information prior to an advocate being allocated, creating a more streamlined process for the client, which allows more time for the team to be client-focused.

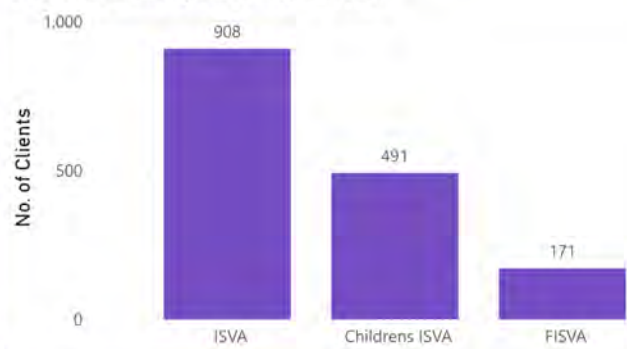
We have received 1570 new ISVA service referrals during the last year, April 2021 - April 2022 and 155 Branch referrals. 2738 people were supported within the ISVA service, and 254 people were supported within the Branch service throughout the last year.

# Advocacy facts & figures

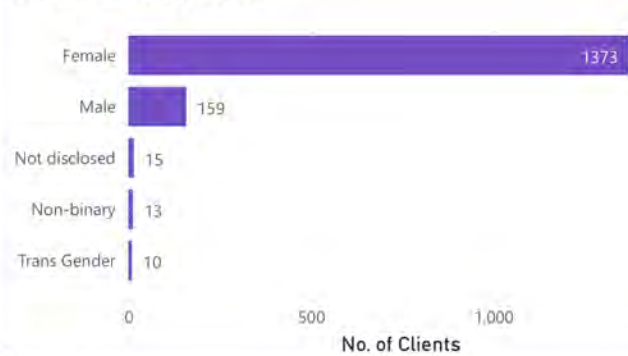
**New Referrals by Presenting Incident**



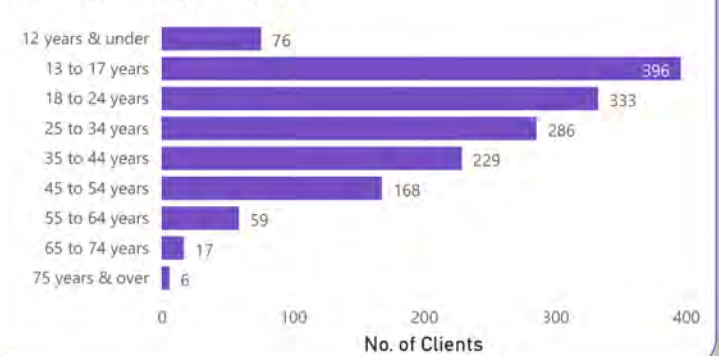
**New Referrals by Advocacy Service**



**New Referrals by Gender**

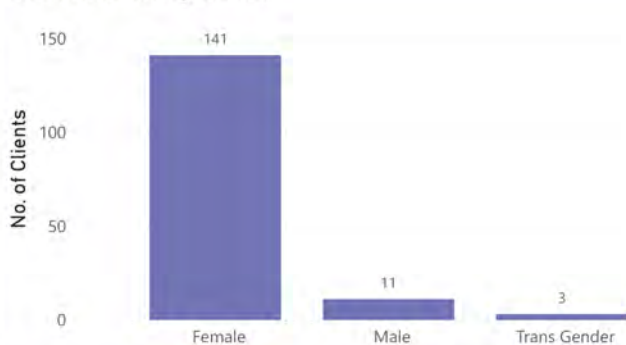


**New Referrals by Age Band**

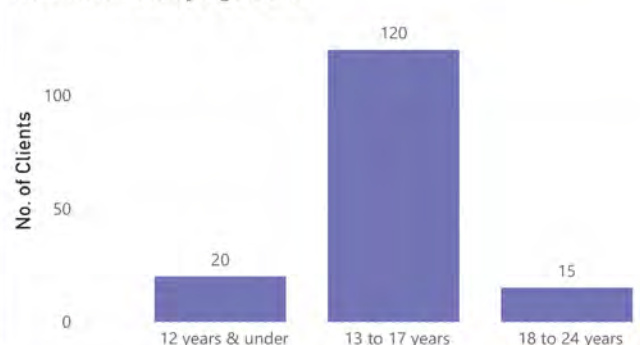


# Branch Project fact & figures

**New Referrals by Gender**



**New Referrals by Age Band**



# Our Impact

The LGBTQ+ ISVA has provided an outstanding service in supporting me.

We can't find the words to thank you as you have made such a difference to M's life! The girl you see before you is so much happier and more confident. We really appreciate you.

My ChISVA has helped me look at everything more positively, the support has definitely improved my mental health. I feel more confident dealing with difficult situations in my life.

Contact was made with me within a few days of my police report. My ISVA explained the role and enquired whether I had any questions. She, clearly, has a great deal of experience working with survivors of sexual abuse and she's an invaluable means of support. I couldn't have asked for a more inclusive and empathic individual. If she is representative of your service, it's most impressive. Thanks for providing this service.

Contact was made with sensitivity and with the time and level of support that I needed. I don't know whether I would have had the courage to see the court case through without this support.

I have been supported by you since I was 13 on and off and you were one who stuck up for me (advocated) when some people thought I was trouble and didn't get me. I think you are cool and kind and thanks for helping with my DOLLS and getting an advocate form CORAM and just helping me through everything. In a few years I'm going to help other kids like me and do the job you do.

Thank you for calling me back and listening, it can be unsettling trusting someone with my daughter especially since she has been through so much already. It's reassured me to know that whilst the Branch worker supports my daughter – I'm not excluded! I don't need to know what my daughter shares with the worker but having an understanding on what topics are covered really helps me to know that she is getting the help she needs.

# Recover

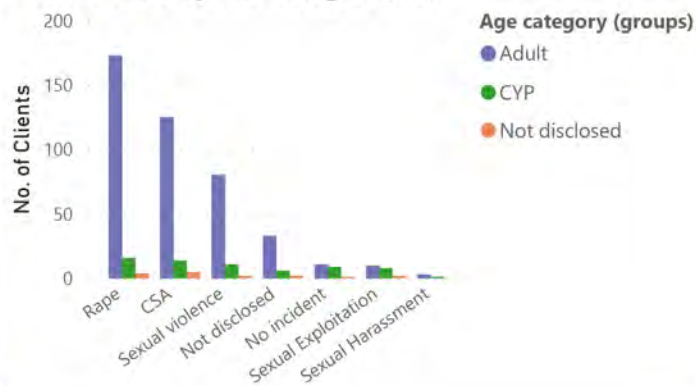
WMRSASC offers a counselling service to women, men and children, aged five years and over. Counselling is provided by qualified counsellors who have received additional trauma informed training in the support of survivors of sexual violence and abuse. WMRSASC offers counselling placements to students in their final year of qualification and a range of ongoing professional development courses, many of which are accredited by Rape Crisis (England & Wales). Sessions are offered in our city centre offices in Hereford, Worcester and Kidderminster and at a range of outreach locations across both counties.

A combination of lack of funding, growing referral rates and Covid saw WMRSASC make the very difficult decision to close the counselling waiting list at the end of June 2021. With support from partner agencies, we reopened on the 24th November 2021. Demand for services remains high across all of our therapy services, for example, we received an additional 225 adult referrals from reopening the waiting list to 31st January 2022, meaning that the adult therapy service alone received an average of 5.4 new referrals per working day (exc. Christmas).

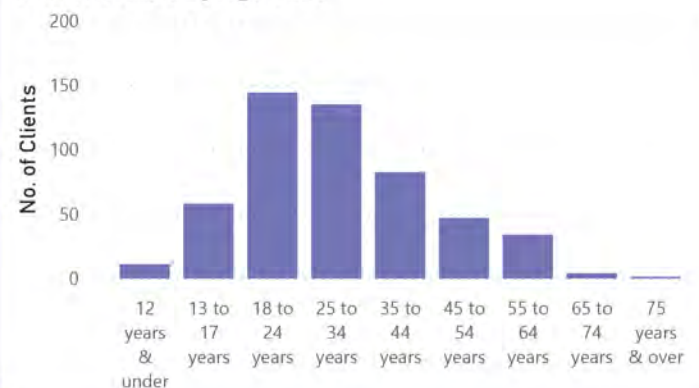
Support for the survivor is often long term, sometimes over years. Prior to closing the waiting list, we had capped therapeutic support at two years and further reduced this to 24 sessions to mitigate waiting lists, we remain hopeful that we will be able to extend support provision again for those who need it.

## Counselling facts & figures

New Referrals by Presenting Incident

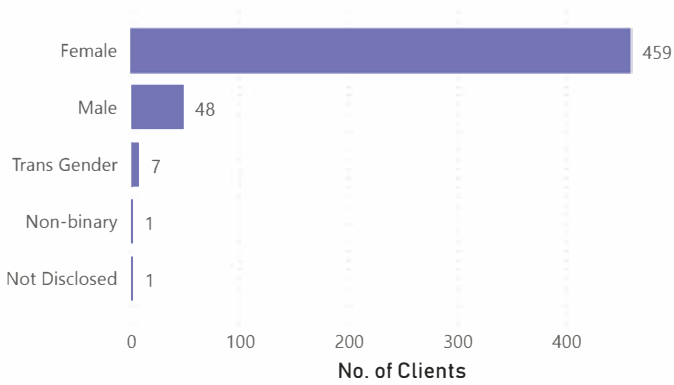


New Referrals by Age Band

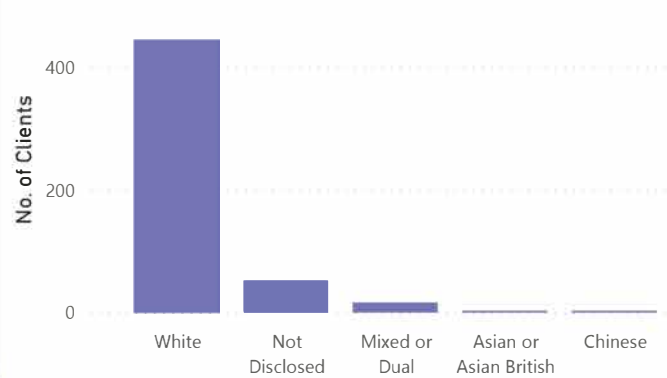


# Counselling facts & figures

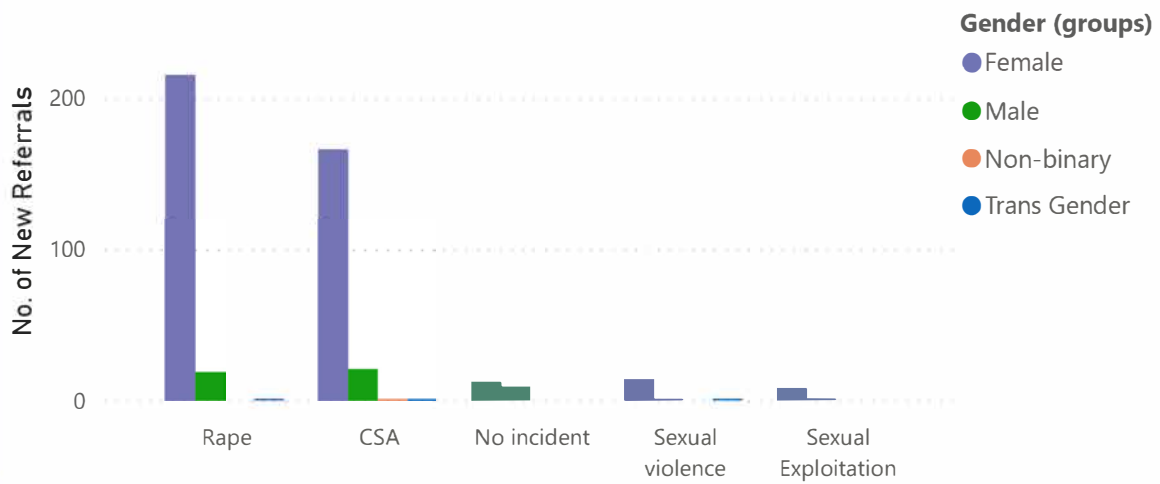
**New Referrals by Gender**



**New Referrals by Ethnicity**



**WMCYPS New Referrals by Gender & Presenting Incident**



# Our impact

This year, the counselling service has delivered a total of 8445 counselling sessions to adults and children across Herefordshire and Worcestershire. We have also delivered 1218 counselling sessions to children and young people who have been referred through the paediatric SARC (West Midlands Children and Young Peoples' Service). The outcome forms and positive feedback received from clients confirm that the service provided is vital and effective in helping clients to heal from the trauma of sexual violence.

## **Case study and feedback:**

This client was initially referred into the advocacy service for support through the criminal justice process. The criminal justice process had a significant impact on the client's mental health, to the extent that she withdrew her statement. The client was then referred into the counselling service where she was able to access 24 counselling sessions, on a weekly basis, with one of our counsellors. On exiting the service, the evaluation form was completed and showed a significant improvement in her safety and wellbeing.

“

*I just wanted to write and express my thanks for the outstanding service I've received from my counsellor. She has helped me so much and is an excellent counsellor. When I first started working with her, I felt broken from the sexual assault. She has given me the time and safe space that I needed to talk about what happened to me and to process the emotions associated with that. Thanks to my counsellor, I'm now in a good place and have made such a substantial recovery. I've been impressed by the professionalism during the time I have been in counselling.  
Thank you to WMRSASC for the service you provide, you really are a lifeline to survivors.”*

”

# Growth

Violence against women and girls has reached epidemic proportions and, with a focus on high profile cases such as the kidnap, rape and murder of Sarah Everard and Sabina Nessa, to revelations about the behaviour of police officers at the murder scene of Bibaa Henry and Nicole Smallman. The 'Me Too' movement and, more recently, the 'Everyone's Invited' website, which shone a light on the levels of sexual violence and harassment within schools, this year, perhaps more than any other, has highlighted the need for effective preventative and educational work. There has been a flurry of announcements by the government promising to tackle the issue of violence against women and girls.

WMRSASC and Purple Leaf have worked with both local and national partners to develop an online training package, as well as train-the-trainer interventions for Night Time Economy staff. Support of teachers and direct delivery to children and young people has been funded from the Safer Streets grant scheme. We have been clear that street lighting and security is not going to tackle women's safety. We know that one in three adult victims of rape, have been raped within their own home. For us, preventative work is through education and societal change. This work is focused on bystander interventions and targeted at door staff, taxi drivers, etc, in the night time economy. Changing messages about victim blaming and up skilling workers to recognise vulnerable clients and to intervene when it is safe and appropriate to do so.

# Sustainability

Inevitably linked to finances, WMRSASC continue to try and engage with local authority and health partners to secure sustainable funding.

We continue to be supported by individual fundraisers and promote activities throughout the year. WMRSASC has a fundraising strategy and have dedicated staff actively seeking funding through grant and contract opportunities. A 'Just Giving' page is maintained and donations are encouraged via social media platforms: Facebook, Twitter and Instagram. Other fundraising activities include the 500 Club, Easyfundraising, the online shopping donation site, and WMRSASC's annual golf day.

The main local funder of services continues to be the West Mercia Police and Crime Commissioner, John Campion. We are grateful for his support and commitment to providing services to survivors and we work closely with the office of the PCC.

WMRSASC is constantly reviewing operational processes to ensure that each service delivers value for money. At the end of 2021, WMRSASC initiated a project to improve the service for all clients on our counselling and advocacy waiting lists, through the creation of an online portal. The portal allows all clients to manage and review their position on the waiting list, access self-help content (documents, video's, activities) and finally, choose the most appropriate time and place for their counselling session. Operationally, this allows WMRSASC to focus more time on delivering sessions, whilst providing the client with more information regarding their status on the waiting list and self-help therapy.

WMRSASC also understands that up to date and easily accessible management information is key to managing its resources effectively. The production of management information can be time consuming, especially given the number of activities that the organisation is delivering on a day-to-day basis. For this reason, WMRSASC is reviewing the operational benefits that a data software product (Microsoft PowerBi) can deliver, which can instantaneously create meaningful reports in real time. This will provide WMRSASC with an improved platform to manage its resources, identify further service improvements and inform strategic decision-making.

In November 2021, WMRSASC proudly launched its new website, [www.wmrsasc.org.uk](http://www.wmrsasc.org.uk). The new design is clean and concise and feedback has suggested users find it easy to navigate. The site features the following: facility to exit quickly and hide your tracks, a donation page and a dedicated area for children and young people.

Many of our service users encounter barriers when trying to read and understand content online. This can be due to disabilities, learning difficulties, visual impairments or if people speak English as a second language. WMRSASC believe every user of it's website deserves an inclusive experience. WMRSASC have installed the Recite Me accessibility toolbar within its website. It gives customisable options allowing users to choose how they navigate and consume information. The toolbar, when launched has the functions to display translated content into over 120 different languages, allows the user to change the font, the colours, the size of content, read aloud the content in English and in over 35 languages, provides a reading ruler guide, a screen mask creates a letterbox for focused viewing, a dictionary, a magnifier, and also allows for audio download for listening at a later time. Monthly reports on usage will provide a true and detailed impact analysis and value for money.



This year will sadly see the end of the IICSA Truth Project which WMRSASC has proudly supported since its inception in 2015. Feedback for our staff and services has been exceptional.

## Message from the Deputy Chief Operating Officer of IICSA:

In recognition of the recent milestone of Truth ending, we wanted to take this opportunity to extend our thanks to you, the team, and all at WMRSASC. The Inquiry could not have delivered the Truth Project to the standard we have, without the support provided by yourselves. Your integrity, high standards, and compassion for the victims and survivors we work with, meant our aims for the work and the contract have always been closely aligned. Through challenging times, the team has always worked exceptionally hard to ensure that victims and survivors received the best experience of the Inquiry.

Your team always goes above and beyond what is expected of them, with flexibility, enthusiasm, and a great attitude. The feedback we have received from victims and survivors over the years has reflected this.

As we now move towards the conclusion and the publication of our final report, we do so, confident in the partnership we have built and proud for your staff to represent the Inquiry to those who continue to engage with it.

## Volunteers

WMRSASC believes that our volunteers are at the heart of our organisation and is committed to supporting and developing our volunteers to our best ability.

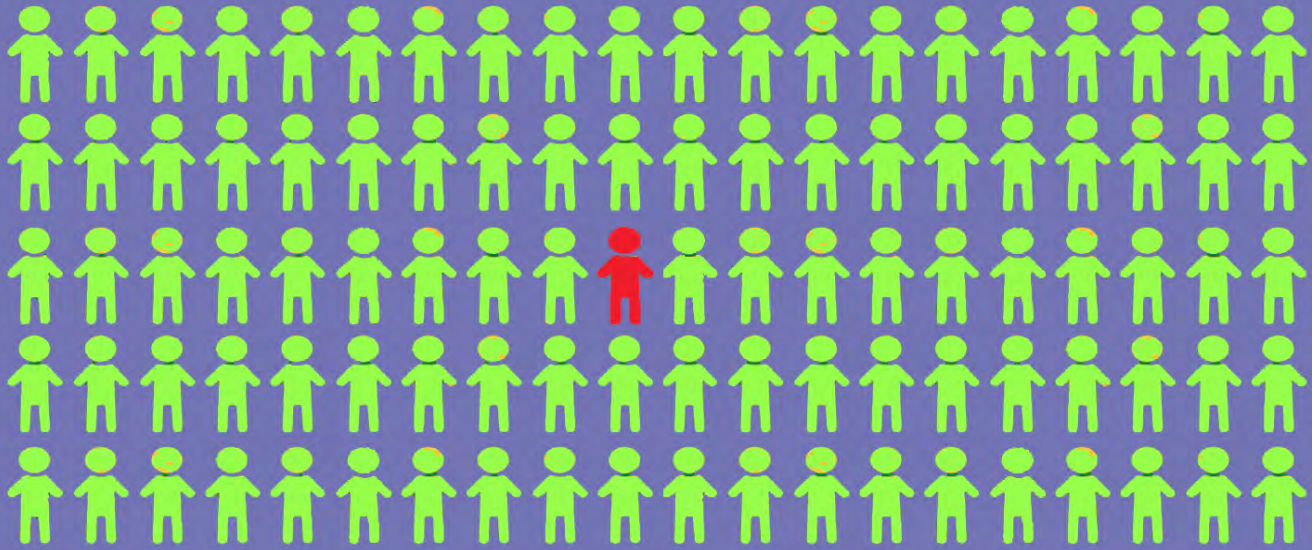
This year our volunteers went above and beyond to keep the helpline open, by ensuring it was able to operate from a confidential space. WMRSASC is able to offer volunteering opportunities in a number of areas within the service. All applicants follow our structured recruitment process by completing an application form and providing the names of two referees. Applicants are interviewed and, if found to be suitable, are offered a place on the Volunteer Training Programme. All applicants are subject to an Enhanced Disclosure and Barring Service check to ensure their suitability for working with vulnerable people. A criminal record would not necessarily preclude anyone from becoming a volunteer. The current training programme runs for 30 hours and consists of both theoretical and practical learning that is delivered using a range of teaching strategies including group work, role play, trainer led sessions and written exercises. Part of the training and recruitment process includes the observation and assessment of potential volunteers. Completion of the course does not automatically lead to an offer of a volunteer position. WMRSASC is an accredited centre through the Open College Network. As such, completion of the training course leads to an accredited qualification.

This year the volunteer training course was delivered via a mix of face-to-face training sessions and online Zoom sessions and six new student counselling placements and three new volunteers were recruited.

# The way forward

What we do know is that the impact of the pandemic will be with us for some time. Perpetrators of sexual violence have had unfettered access to partners and children and young people for an extended period of time. RCEW (2020) cite that, on average, an adult victim of rape will wait for between 18 months and two years before seeking support.

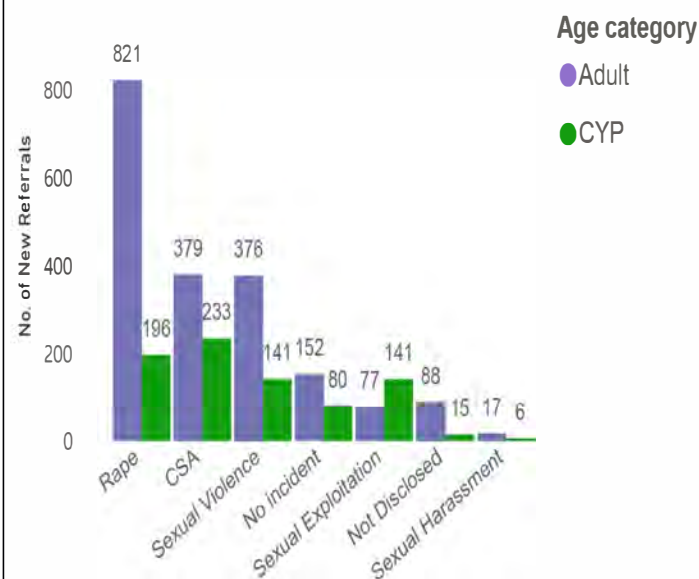
The highest ever number of rapes were recorded by police in the year ending September 2021, - 63,136. Yet only 1 in 100 rapes reported to police result in a charge.



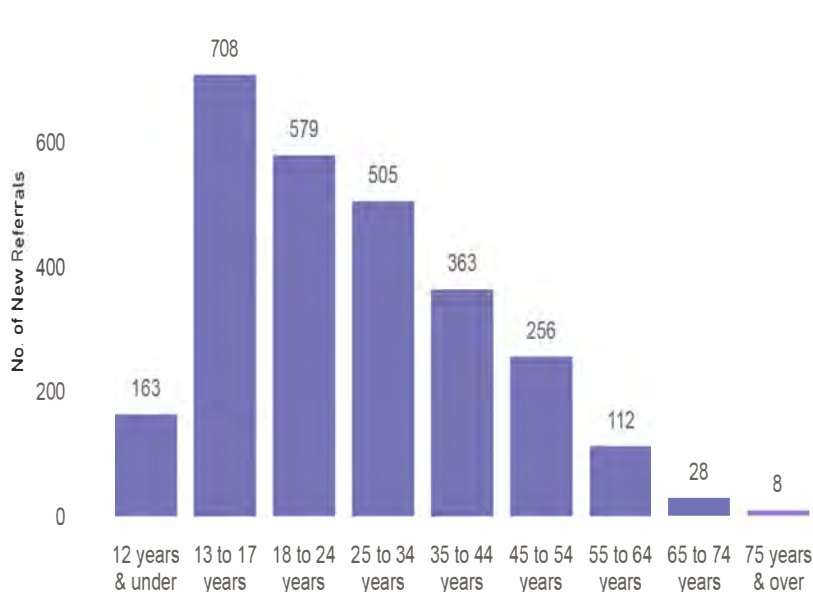
**9 in 10** *girls and young women in schools say sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age.*

**5 in 6** *rapes against women are carried out by someone they know and we will continue to work to raise awareness of sexual violence and work towards ending rape culture and the pervasive nature of victim blaming.*

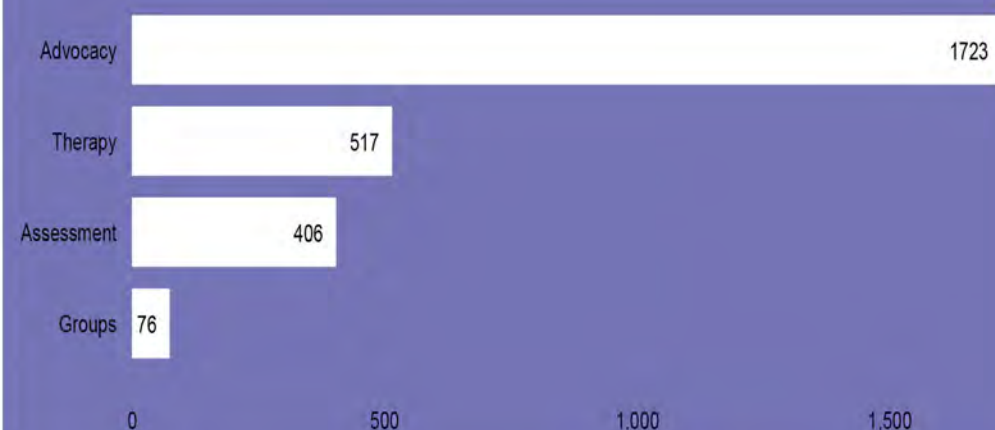
### New Referrals by Presenting Issue



### New Referrals by Age band



Within West Mercia WMRSASC supported 2722 client new referrals during 2021/22. This is made up as follows:



85.6% of new referrals identified as female, 12% as male, 0.8% as transgender, 0.7% as non-binary and 0.9% did not disclose.

4.6% of new referrals were of minority ethnicity, 87.2% were white and 8.2% preferred not to disclose.

75.3% of all clients had no engagement with a Sexual Assault Referral Centre.

Over 2,500 calls were made to the helpline during 2021/22.

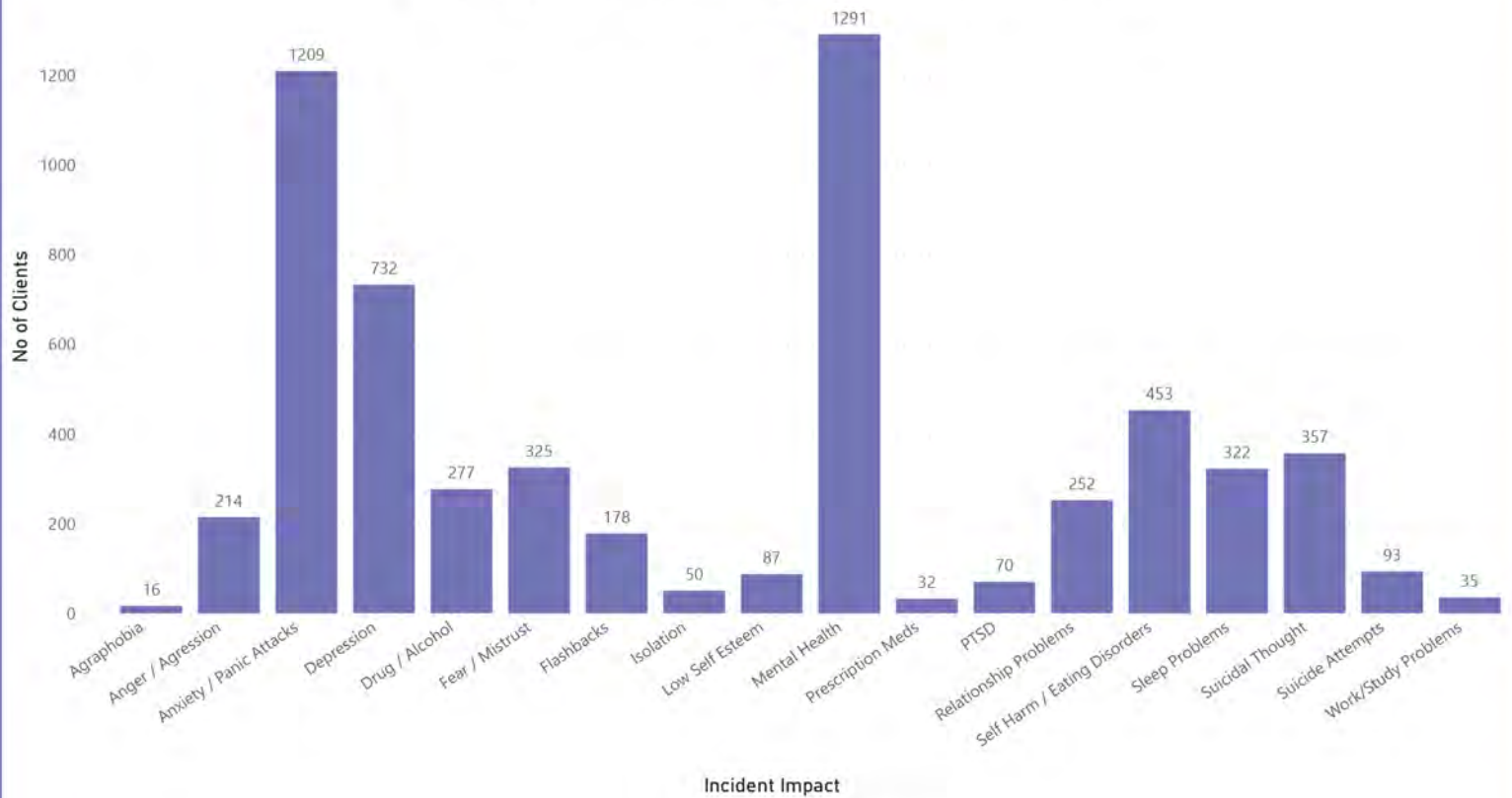
97.3% of all clients reported having not been involved in Domestic Violence.

Only 41% of clients had involvement with the police

# WMRSASC

## Facts & Figures (April 2021 - March 2022)

Incident Impact (as identified by client at initial assessment)



# Financial review

There was a surplus for the year of £718,810 (2021: £178,923). The total reserves at the year end were £1,813,416 (2021: £1,094,606). With unrestricted funds totalling £701,726 (2021: £525,267), designated funds £400,000 (2021: £225,000) and restricted funds of £711,690 (2021: £344,339) The funds are adequate and available to fulfil the obligations of the organisation.

It is the policy of the charitable company that unrestricted funds which have not been designated for a specific use should be maintained at a minimum of four month's expenditure. The Trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charitable company's current activities while consideration is given to ways in which additional funds may be raised.

Unrestricted funds at £701,726 (2021: £525,267) are below the preferred level as set out by the reserves policy.

WMRSASC continues to face unprecedented demand for services which, sadly saw the temporary closure of our therapy waiting lists from 1st July 2021 to 24th November 2021. Whilst we received, and are grateful for, the short term support from partner agencies which allowed us to reopen the list, we need long term, sustainable funding and will continue to work to address this in partnership with referral agencies in the forthcoming year.

The main funder of services continues to be the West Mercia Police and Crime Commissioner, John Campion. We are grateful for his support and commitment to providing services to survivors and support for the advocacy services. We continue to work closely with Axis, our sub-contractor, to deliver these services across the wider West Mercia region.

Next year sees the advocacy services funding change from a grant making basis to a tender basis. Whilst WMRSASC were successful in bidding for the tender and will be supported in its delivery by Axis (Shropshire & Telford) on a sub contractual basis, we are aware of shortfalls in the funding available to meet current demand.

The Trustees have assessed the major risks to which the charitable company is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

# Structure, governance & management

The charitable company (Charity number 1136677 and Company number 07083844) is a company limited by guarantee incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its memorandum and articles.

Worcestershire and Herefordshire Rape and Sexual Abuse Support Centres are active divisions of West Mercia Rape and Sexual Abuse Support Centre. Purple Leaf is a trading division of West Mercia Rape and Sexual Abuse Support Centre.

The Trustee Board will consist of no less than three and no more than eight members. Three Office Bearers (Chairperson, Treasurer, and Secretary) will be elected from the Trustees.

The election of the Trustees will take place at the West Mercia Rape and Sexual Abuse Support Centre Annual General Meeting.

Nominations of candidates for election as Trustees must be received in writing at the registered office of West Mercia Rape and Sexual Abuse Support Centre seven days prior to the AGM at which elections will take place. Nominations must be signed by one West Mercia Rape and Sexual Abuse Support Centre member and must be accompanied by the written consent of the candidate.

Nominations will be moved and seconded by any member of the organisation.

Casual vacancies on the Board will occur where the position of Trustee becomes vacant or where insufficient nominations for Trustee positions are received at an AGM. Where a casual vacancy occurs, the Trustees may appoint a Member to fill the vacancy until the next AGM.

Where all Trustee positions become vacant, General Members of West Mercia Rape and Sexual Abuse Support Centre may call a Special General Meeting to elect a new Trustee Board, in accordance with processes stipulated in the Memorandum and Articles.

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) the charity shall indemnify every trustee against any liability incurred in successfully defending legal proceedings in that capacity or in connection with any application in which relief is granted by the Court from liability for negligence, default or breach of duty or breach of trust in relation to the charity.

# Structure, governance & management

New Trustees will be provided with induction material on confirmation of their appointment. Induction material will include:

- a. West Mercia Rape and Sexual Abuse Support Centre's Worker Handbook (inclusive of Policies and Procedures)
- b. West Mercia Rape and Sexual Abuse Support Centre's Articles of Association
- c. Any other documentation deemed relevant by the Board

A meeting between a new Trustee and the Chairperson will be organised to provide the new member with orientation and relevant information about the Committee and the organisation.

To assist Board members in the conduct of their duties, all information resources of West Mercia Rape and Sexual Abuse Support Centre will be made available and may be accessed on request.

The Trustees holds the ultimate legal and managerial responsibility for West Mercia Rape and Sexual Abuse Support Centre and recognise the importance of maintaining an effective and active Board. As such, clarity in the roles and responsibilities of Board Members is essential.

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The Board has overall responsibility for ensuring that the charity is operating efficiently and effectively, its assets are safeguarded against unauthorised use or disposition, proper records are maintained and that financial information used within the charity or for publication is reliable and that the charity complies with relevant laws and regulations.

The Chief Executive Officer agrees the remuneration of the other members of key management.

Related parties are as defined in the note to the financial statements. A register of Trustees' interests is maintained, and declarations of interest are made at the commencement of Board meetings.

## **The impact of Covid-19 on WMRSASC**

WMRSASC has continued to support survivors throughout the pandemic predominantly by use of online sessions and telephone calls. Whilst we are aware that this type of support is not suitable for all, we prioritized the most vulnerable clients (including children and young people) to receive face to face support. Our offices have been made Covid compliant and we continue to adapt and respond to changes in line with Government guidance. The majority of the staff team have adapted well to working from home and have been supportive and supported to navigate these challenging times.

# Structure, governance & management

## **Fundraising**

Though concerns around the impact of COVID and lockdown restrictions prevented normal fundraising activities, WMRSASC has developed a Fundraising Strategy and have dedicated staff actively seeking funding through grant and contract opportunities. A Just Giving page is maintained and donations are encouraged via social media platforms: Facebook, Twitter and Instagram. Other fundraising activities include the 500 Club, Easy Fundraising, the online shopping donation site and annual golf day.

Future fundraising ideas are being developed and will increase as and when COVID restrictions allow.

## **Auditor**

Thomas and Young Limited were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

## **Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

The Trustees' report was approved by the Board of Trustees.

**E D Needham**

Trustee

20 July 2022

# Responsibilities of the Trustees

The trustees (who are also directors of West Mercia Rape & Sexual Abuse Support Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

On behalf of the Board of Trustees  
E D Needham  
Treasurer  
20 July 2022

# Independent Auditor's Report

## To The Members Of West Mercia Rape And Sexual Abuse Support Centre

### Opinion

We have audited the financial statements of West Mercia Rape & Sexual Abuse Support Centre (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepting Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

# Independent Auditor's Report

## To The Members Of West Mercia Rape And Sexual Abuse Support Centre

### **Other information**

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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 or visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

# Independent Auditor's Report

## To The Members Of West Mercia Rape And Sexual Abuse Support Centre

### **Responsibilities of trustees**

As explained more fully in the trustees' report responsibilities statement set out on page 27, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

However, it is the primary responsibility of management, with the oversight of the trustees, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, we have:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework; and
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud.

# Independent Auditor's Report

## To The Members Of West Mercia Rape And Sexual Abuse Support Centre

As a result of these procedures, we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Companies Act 2006 (and related legislation), the Charities Act 2011 (and related legislation), and laws and regulations relating to the employment and payment of staff including, but not limited to, the Employment Rights Act 1996, the National Minimum Wage Act 1998 and the Pensions Act 2008.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements, which included reviewing the financial statement disclosures. This includes sample testing of monthly payroll records for the calculation of gross wages, payroll taxes and pension costs.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs and general staff overheads. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-foraudit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

# Independent Auditor's Report

## To The Members Of West Mercia Rape And Sexual Abuse Support Centre

### **Use of our report**

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

Carleton House  
266-268 Stratford Road  
Shirley  
Solihull  
B90 3AD

**Thomas and Young Limited**  
**Chartered Accountants**

# Statement of financial activities

(Including income and expenditure account)

For the year ended 31 March 2022

Current Financial Year	Note	Unrestricted 2022 £	Designated 2022	Restricted 2022 £	TOTAL 2022 £	TOTAL 2021 £
<b>INCOME FROM:</b>						
Donations and legacies	3	42,893	-	-	42,893	11,734
Charitable activities	4	455,948	-	3,195,119	3,651,067	2,552,970
Investments	5	230	-	-	230	20
<b>TOTAL INCOME</b>		<b>499,071</b>	<b>-</b>	<b>3,195,119</b>	<b>3,694,190</b>	<b>2,564,724</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	6	190,394	-	2,784,986	2,975,380	2,385,801
<b>TOTAL EXPENDITURE</b>		<b>190,394</b>	<b>-</b>	<b>2,784,986</b>	<b>2,975,380</b>	<b>2,385,801</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>308,677</b>	<b>-</b>	<b>410,133</b>	<b>718,810</b>	<b>178,923</b>
Transfer between funds	10 & 16	(132,218)	175,000	(42,782)	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>176,459</b>	<b>175,000</b>	<b>367,351</b>	<b>718,810</b>	<b>178,923</b>
Total funds brought forward		525,267	225,000	344,339	1,094,606	915,683
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>701,726</b>	<b>400,000</b>	<b>711,690</b>	<b>1,813,416</b>	<b>1,094,606</b>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Statement of financial activities

(Including income and expenditure account)

For the year ended 31 March 2022

Prior Financial Year	Note	Unrestricted 2021 £	Designated 2021	Restricted 2021 £	TOTAL 2021 £
<b>INCOME FROM:</b>					
Donations and legacies	3	11,734	-	-	11,734
Charitable activities	4	250,970	-	2,302,000	2,552,970
Investments	5	20	-	-	20
<b>TOTAL INCOME</b>		<u>262,724</u>	<u>-</u>	<u>2,302,000</u>	<u>2,564,724</u>
<b>EXPENDITURE ON:</b>					
Charitable activities	6	175,466		2,210,335	2,385,801
<b>TOTAL EXPENDITURE</b>		<u>175,466</u>	<u>-</u>	<u>2,210,335</u>	<u>2,385,801</u>
<b>NET INCOME/(EXPENDITURE)</b>		87,258	-	91,665	178,923
Transfer between funds	10 & 16	95,756	5,386	(101,142)	-
<b>NET MOVEMENT IN FUNDS</b>		<u>183,014</u>	<u>5,386</u>	<u>(9,477)</u>	<u>178,923</u>
Total funds brought forward		342,253	219,614	353,816	915,683
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>525,267</u></u>	<u><u>225,000</u></u>	<u><u>344,339</u></u>	<u><u>1,094,606</u></u>

The statement of financial activities includes all gains and losses recognised during the year.  
All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# Balance sheet

## As at 31st March 2022

	Notes	2022		2021	
		£	£	£	£
<b>CURRENT ASSETS</b>					
Debtors	11	149,121		168,256	
Investments	12	102,961		102,756	
Cash at bank and in hand		1,976,031		1,008,648	
		<u>2,228,113</u>		<u>1,279,660</u>	
<b>CREDITORS</b> : amounts falling due within one year					
	13	<u>(414,697)</u>		<u>(185,054)</u>	
<b>NET CURRENT ASSETS</b>			<u>1,813,416</u>		1,094,606
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>1,813,416</u>		<u>1,094,606</u>
<b>FUNDS</b>					
Unrestricted			701,726		525,267
Designated	15		400,000		225,000
Restricted	16		711,690		344,339
<b>TOTAL FUNDS</b>			<u>1,813,416</u>		<u>1,094,606</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 20 July 2022

**Trustee**

**Company Registration No. 07083844**

# Cashflow

## For the year ended 31st March 2022

	Notes	2022 £	2021 £
<b>CASH INFLOW FROM OPERATING ACTIVITIES</b>	19	<u>967,358</u>	<u>238,921</u>
<b>CASH OUTFLOW FROM INVESTING ACTIVITIES</b>			
Payment to acquire tangible fixed assets		-	-
Bank interest received		<u>25</u>	<u>20</u>
<b>NET CASH OUTFLOW FROM INVESTING ACTIVITIES</b>		<u>25</u>	<u>20</u>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>		<b>967,383</b>	238,941
<b>CASH AND CASH EQUIVALENTS AT THE START OF PERIOD</b>		<u>1,008,648</u>	<u>769,707</u>
<b>CASH AND CASH EQUIVALENTS AT THE END OF PERIOD</b>		<u><u>1,976,031</u></u>	<u><u>1,008,648</u></u>
<b>CASH AND CASH EQUIVALENTS CONSISTS OF:</b>			
Cash at bank and in hand		<u><u>1,976,031</u></u>	<u><u>1,008,648</u></u>

# Notes to the accounts

## For the year ended 31st March 2022

### 1. ACCOUNTING POLICIES

#### Basis of Preparing Financial Statements

The financial statements have been prepared in accordance with the charitable company's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Standard applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102). The charitable company is a Public Benefit Entity as defined by FRS102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared under historical cost convention. The principal accounting policies adopted are set out below.

#### Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In the event of the Charity being wound up, the liability in respect of Guarantee is limited to £10 per member of the Charity.

#### Charitable Funds

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

Designated funds comprise of unrestricted funds that have been set aside by the Trustees for specific purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

#### Income recognition

All incoming resources are included in the Statement of Financial Activities (Sofa) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant are recognised at the time of the donation.

Grant income is accounted for under the performance model and is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.

# Notes to the accounts

## For the year ended 31st March 2022

### 1. ACCOUNTING POLICIES (CONT'D)

#### Resources Expended

Liabilities are recognised for the amounts the charity anticipates it will have to pay to settle a debt or the amounts that it has received in advance as payment for the services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity. Costs are allocated on a time spent basis across all income received to conduct the core activities of the charitable company. Other expenditure represents those items not falling into any other heading.

Any capital expenditure less than £1,000 is not considered for capitalisation.

#### Governance Costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

#### Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

#### Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

##### Other financial assets

Other financial assets comprise current asset investments being monies placed on deposit on terms exceeding 90 days

##### Basic financial liabilities

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

##### Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

# Notes to the accounts

## For the year ended 31st March 2022

### % ACCOUNTING POLICIES (CONT'D)

#### Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### Pension costs and other post retirement benefits.

The Charity operates a defined contribution pension scheme. Contributions payable to the pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

#### Leases

Rentals payable under operating leases, including any lease incentives received, are chargeable as an expense on a straight line basis over the term of the relevant lease.

### &" CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of the assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity and is a critical judgement in the preparation of these financial statements.

Income received under service contract in regard to IICSA is received on the understanding per the service contract that the charitable company will not make a profit exceeding a stated level (or if they do then at the end of the contract then the excess profits above this level will be repayable to the funder). Income and relating expenditure in regard to IICSA activities has been accounted for as a restricted fund, with a transfer from this restricted fund to unrestricted funds in line with the level of permissible profits that the charitable company can make in accordance with the service contract. This is a critical judgement in the preparation of these financial statements.

Unrestricted charitable activities income includes income received under service contract to provide counselling services that is nominally billed on a flat monthly fee basis, but where the amount of this flat monthly fee is based on an anticipated level of counselling sessions being provided. At the year end the charitable company had current year commitments to provide future counselling sessions under this service contract. On the basis that the performance-related conditions of this income has not been fully met at the year end, a proportion of the current year income received under this service contract has been deferred. This is a critical judgement in the preparation of these financial statements. Additionally, the calculation of the amount of income to be deferred is based on various assumptions as to how many future counselling sessions each individual participating in this scheme will require in the future (up to a maximum of 10 counselling sessions per participating individual as per the service contract) and the calculation of the level of income deferred is a critical accounting estimate in the preparation of these financial statements.

In 2021-22 there were three additional service contracts awarded (Safer Streets) for which an amount of income has been deferred due to extended delivery timescales running into 2022-23. The level of income deferred is a critical accounting estimate in the preparation of these financial statements.

The level of deferred income at the year end is disclosed in note 13 of these financial statements.

# Notes to the accounts

## For the year ended 31st March 2022

### 3. DONATIONS AND LEGACIES

	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £	Unrestricted 2021 £	Restricted 2021 £	TOTAL 2021 £
Donations and gifts	<u>42,893</u>	<u>-</u>	<u>42,893</u>	<u>11,734</u>	<u>-</u>	<u>11,734</u>

### 4. CHARITABLE ACTIVITIES

	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £	Unrestricted 2021 £	Restricted 2021 £	TOTAL 2021 £
Income for charitable activities	<u>455,948</u>	<u>3,195,119</u>	<u>3,651,067</u>	<u>250,970</u>	<u>2,302,000</u>	<u>2,552,970</u>

Restricted 2022 £	Restricted 2021 £
-------------------------	-------------------------

Included within income relating to provision of core services are the following grants:

Bromsgrove District Council	10,000	-
CAF Resilience Fund	-	35,400
Children in Need	-	33,187
Children in Need - Next Steps	-	67,858
Covid19 Contingency	-	9,650
Herefordshire Community Fund	10,000	10,000
MoJ - ISVA/CSE	325,703	-
National Lottery Community Support Fund	-	9,777
PCC Covid19 Extraordinary Funding	-	116,610
PCC CSE	-	305,735
PCC ISVA	-	537,349
PCC Critical Support Fund	206,003	-
PCC Sexual Violence Fund	51,771	-
RCEW - Training Fund	28,718	-
Rape Support Funds	347,200	394,196
Rowland Trust	5,000	-
SVS CSA	45,640	27,977
The Big Give	7,403	-
William Cadbury Trust	20,000	-
Worcestershire County Council	100,000	-
	<u>1,157,438</u>	<u>1,547,739</u>

### 5. INVESTMENTS

	Unrestricted 2022 £	Restricted 2022 £	TOTAL 2022 £	Unrestricted 2021 £	Restricted 2021 £	TOTAL 2021 £
Bank interest receivable	<u>230</u>	<u>-</u>	<u>230</u>	<u>20</u>	<u>-</u>	<u>20</u>

# Notes to the accounts

## For the year ended 31st March 2022

### 6. CHARITABLE ACTIVITIES

	Note	Total 2022 £	Total 2021 £
Staff costs	9	1,985,494	1,734,888
Capacity workers		603,684	157,479
Counsellors		29,363	135,991
Supervision		27,159	25,265
Training		43,335	64,080
Volunteer and staff travel		38,333	12,126
Premises		70,523	44,924
Outreach work		7,206	2,193
Stationery and books		7,191	2,791
Office expenses and consumables		32,724	75,890
Telephone		41,736	47,437
ICT		39,181	48,310
Advertising		-	301
Insurance		3,851	9,553
Professional fees		29,522	7,118
Other costs		8,309	8,590
Sundries		1,769	1,277
		<b>2,969,380</b>	<b>2,378,213</b>
Governance costs	7	<b>6,000</b>	<b>7,588</b>
		<b>2,975,380</b>	<b>2,385,801</b>
Analysed by fund			
Unrestricted funds		<b>190,394</b>	175,466
Restricted funds		<b>2,784,986</b>	2,210,335
		<b>2,975,380</b>	<b>2,385,801</b>

### 7. GOVERNANCE COSTS

		2022 £	2021 £
Audit fees	Governance of charitable activities	<b>6,000</b>	<b>7,588</b>

# Notes to the accounts

## For the year ended 31st March 2022

### 8. Trustees (including related party transactions)

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, nor were any expenses reimbursed (2021: £nil).

During the year payroll and company secretarial services were provided by Kendall Wadley LLP of which Elizabeth Needham a Trustee is a partner. These amounted to £5,601 (2021: £4,722). Year end creditor due to Kendall Wadley of £Nil (2021: £1,293).

Dianne Whitfield, a trustee of the charity is a trustee of Rape Crisis England & Wales. RCEW is a charity that provides support to West Mercia Rape & Sexual Abuse Support Centre. During the year, income totalling £55,089 (2021: £41,664) was received from that organisation and £13,898 (2021: £11,310) was paid to that organisation for the provision of training. Year end debtor due from RCEW of £16,471 (2021: £2,827). Year end creditor due to RCEW of £6,201 (2021: £Nil).

Sian Patterson, appointed 1 April 2022, was formerly an employee of the charity until February 2022. Her partner provided design and printing services to the charity. The amount paid to the supplier in the year was £1,209 (2021: £Nil). The amount outstanding at the year end was £Nil.

### 9. STAFF COSTS AND KEY MANAGEMENT PERSONNEL

	2022 £	2021 £
Wages and salaries	1,762,121	1,540,222
Social security costs	157,344	138,859
Pension costs	66,029	55,807
	<u>1,985,494</u>	<u>1,734,888</u>
	2022 Number	2021 Number
The average number of employees during the year was as follows:		
Chief Executive	1	1
Staff managers	3	3
Operational and administrative staff	72	58
	<u>76</u>	<u>62</u>

No employee received total employee benefits (excluding employer pension costs) of more than £60,000.

The charity operates a defined contribution plan for the benefit of its employees.

During the year the total paid to key management was £210,418 (2021: £198,638)

### 10. TRANSFERS

The transfers of funds from the restricted IICSA fund to the unrestricted fund relates to the management fees permitted to be recovered under the terms of the funding agreement.

All other transfers relate to the release of funds on completed projects as agreed with the fund providers.

# Notes to the accounts

## For the year ended 31st March 2022

### 11. DEBTORS

	2022 £	2021 £
Trade debtors	116,495	119,947
Prepayments and accrued income	32,626	48,309
	<u>149,121</u>	<u>168,256</u>

### 12. CURRENT ASSET INVESTMENTS

	2022 £	2021 £
Cash equivalents on deposit	<u>102,961</u>	<u>102,756</u>

### 13. CREDITORS : Amounts falling due within one year

	Note	2022 £	2021 £
Trade creditors		37,035	31,939
Social security and other taxes		44,655	-
Deferred contract income	2	256,479	88,422
Deferred income		5,860	18,030
Accruals		65,213	46,663
Other creditors		5,455	-
		<u>414,697</u>	<u>185,054</u>

### 14. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

#### Defined contribution pension plans

The charity operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £66,029 (2021: £55,807)

The pension liability and expense are allocated to unrestricted or restricted based upon the employee that the contribution is for.

The outstanding pension contributions at the year end amounted to £Nil (2021: £Nil).

# Notes to the accounts

## For the year ended 31st March 2022

### 15. DESIGNATED FUNDS

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for the specific purpose described below:

	Balance at 1 April 2020 £	Movement in funds £	Balance at 1 April 2021 £	Movement in funds £	Balance at 31 March 22 £
Winding up provision	219,614	5,386	225,000	75,000	300,000
Legal and professional advice	-	-	-	100,000	100,000
	<u>219,614</u>	<u>5,386</u>	<u>225,000</u>	<u>175,000</u>	<u>400,000</u>

WMRSASC recognises the complexities of working within the sexual violence field and as such ensures that there are sufficient funds available to ensure that no clients are left without support should there be a need to close the organisation. WMRSASC has a clear exit strategy should additional funding not be forthcoming which includes staff redundancy, commitments to any debtors and ethical endings within the therapeutic relationships.

# Notes to the accounts

## For the year ended 31st March 2022

### 16. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising of the following unexpended balances of contracts, donations and grants held on trust for specific purposes:

	Balance at 1 April 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 22
	£	£	£	£	£
Bromsgrove District Council	-	10,000	(2,000)	-	8,000
CAF Resilience Fund	-	-	-	-	-
Children in Need	-	-	-	-	-
Children in Need - Next Steps	42,978	-	(42,978)	-	-
Covid19 Contingency	-	-	-	-	-
Edward Cadbury Fund	-	-	-	-	-
Evesons	60,000	-	(60,000)	-	-
Herefordshire Community Fund	-	10,000	-	-	10,000
Herefordshire County Council	-	120,000	(31,060)	-	88,940
IICSA	241,361	356,449	(346,269)	(42,782)	208,759
MoJ - ISVA/CSE	-	325,703	(325,703)	-	-
National Lottery Community Support Fund	-	-	-	-	-
PCC Covid19 Extraordinary Funding	-	-	-	-	-
PCC Critical Support Fund	-	206,003	(206,003)	-	-
PCC CSE	-	305,000	(271,655)	-	33,345
PCC ISVA	-	1,106,000	(994,087)	-	111,913
PCC Safer Steets	-	81,482	(22,743)	-	58,739
PCC Sexual Violence Fund	-	51,771	(51,771)	-	-
Purple Leaf	-	-	-	-	-
Rape Support Funds	-	347,200	(347,200)	-	-
RCEW Training	-	97,468	(37,877)	-	59,591
RCEW Live Chat	-	-	-	-	-
Rowland Trust	-	5,000	-	-	5,000
SVS CSA	-	45,640	(45,640)	-	-
Tampon Tax	-	-	-	-	-
The Big Give	-	7,403	-	-	7,403
William Cadbury Trust	-	20,000	-	-	20,000
WMCYP SAS	-	-	-	-	-
Worcestershire County Council	-	100,000	-	-	100,000
Restricted Fund Balances	<b>344,339</b>	<b>3,195,119</b>	<b>(2,784,986)</b>	<b>(42,782)</b>	<b>711,690</b>

# Notes to the accounts

## For the year ended 31st March 2022

### 16. RESTRICTED FUNDS (CONT'D)

	Balance at 1 April 2020 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 1 April 2021 £
Bromsgrove District Council	-	-	-	-	-
CAF Resilience Fund	-	35,400	(35,400)	-	-
Children in Need	-	33,187	(33,187)	-	-
Children in Need - Next Steps	-	67,858	(24,880)	-	42,978
Covid19 Contingency	-	9,650	(9,650)	-	-
Edward Cadbury Fund	3,000	-	(3,000)	-	-
Evesons	60,000	-	-	-	60,000
Herefordshire Community Fund	-	10,000	(10,000)	-	-
Herefordshire County Council	-	-	-	-	-
IICSA	268,884	754,261	(691,251)	(90,533)	241,361
MoJ - ISVA/CSE	-	-	-	-	-
National Lottery Community Support Fund	-	9,777	(9,777)	-	-
PCC Covid19 Extraordinary Funding	-	116,610	(116,610)	-	-
PCC Critical Support Fund	-	-	-	-	-
PCC CSE	4,545	305,735	(310,280)	-	-
PCC ISVA	-	537,349	(537,349)	-	-
PCC Safer Steets	-	-	-	-	-
PCC Sexual Violence Fund	-	-	-	-	-
Purple Leaf	4,636	-	-	(4,636)	-
Rape Support Funds	-	394,196	(394,196)	-	-
RCEW Training	356	-	-	(356)	-
RCEW Live Chat	3,643	-	-	(3,643)	-
Rowland Trust	-	-	-	-	-
SVS CSA	-	27,977	(27,977)	-	-
Tampon Tax	6,778	-	(6,778)	-	-
The Big Give	-	-	-	-	-
William Cadbury Trust	-	-	-	-	-
WMCYP SAS	1,974	-	-	(1,974)	-
Worcestershire County Council	-	-	-	-	-
Restricted Fund Balances	353,816	2,302,000	(2,210,335)	(101,142)	344,339

Bromsgrove District Council - funding to provide immediate crisis support to reduce and reopen the counselling waiting list

CAF Resilience Fund - Funding provided to increase the amount of support available and to purchase/update systems and equipment to enable changes to working practices to ensure compliance with Government COVID guidelines

Children In Need - grant to support children and young people who have experienced any form of sexual abuse, through the employment of two Children and Young People's ISVAs

Children in Need - Next Steps Programme - Funding through Children In Need, this project is for one-to-one training and support sessions for young people who have experienced or are at risk of sexual abuse and are isolated due to Covid-19

COVID-19 Contingency - smaller funding applications combined for the provision of equipment to enable home working due to the impact of COVID-19.

Edward Cadbury Charitable Trust - funding provided to enable research into best practices for the formation and continuation of group work for survivors of sexual abuse and violence

Eveson Charitable Trust - funding for the provision of a full-time children and young people's counsellor

# Notes to the accounts

## For the year ended 31st March 2022

### 16. RESTRICTED FUNDS (CONT'D)

Herefordshire Community Fund – funding to provide direct counselling support for clients within Herefordshire  
Herefordshire County Council - funding to provide immediate crisis support to reduce and reopen the counselling waiting list in Herefordshire

IICSA (Independent Inquiry into Child Sexual Abuse) - contract with Home Office for the provision of support to individual participants within the Truth project and Investigations

MoJ (Ministry of Justice) ISVA/CSE - provided to fund additional specific roles

NL Covid Community Support Fund – funding to assist with the online delivery of the Volunteer Training Course

PCC COVID Extraordinary Funding – funded through the West Mercia Commissioner's Grant Scheme the COVID-19 extraordinary funding is to meet the additional costs which we have incurred or will incur whilst adapting services during the pandemic, and to cope with demand increases resulting from it

PCC Critical Support Fund - To fund a range of services including an online portal to allow provision for a wraparound service for SV survivors allowing access to self-help tools, the employment of additional Adult and CYP counsellors to meet increased demand and reduce waiting lists across Herefordshire and Worcestershire

PCC CSE - Contract to provide advocacy and psychosocial intervention for children between 5yrs-17yrs who have been/or are at risk of being impacted by CSE. The service can also be offered to young people aged 18-24 with an additional need (disability).

PCC ISVA - contract to provide the advocacy service for adult and CYP survivors of sexual violence

PCC Safer Streets - contracts to provide education and awareness raising sessions within education settings to improve the safety of public spaces for all, with a particular focus on areas of potential concern to women and girls.

PCC Sexual Violence Fund - grant to be used towards the provision of counselling for adult and CYP survivors of sexual violence

Purple Leaf, RCEW Live Chat and WMCYP SAS are no longer considered to be restricted funds

Rape Support Funds (Herefordshire and Worcestershire) - grants directed through the Ministry of Justice to provide specialist support to female and/or male victims who have experienced rape or sexual abuse at any point in their life

RCEW Training - includes a grant from RCEW to support costs of rolling out additional ISVA training modules. Income also includes course fees from attendees.

Rowland Trust - grant for the provision of soundproof flooring

SVS CSA SSA – contract for the delivery of the Home Office SVSCSA Fund Sibling Sexual Abuse Project on behalf of Rape Crisis England & Wales (RCEW) as directed by SARSAS

The Big Give - Women and Girl's match funding campaign for charities to improve the lives of vulnerable, disadvantaged or underrepresented women and girls. To be used towards employing a CYP Counsellor to work with young women and girls

William Cadbury Trust - funding to be used towards the provision of counselling for adult and CYP survivors of sexual violence

WMCYP SAS - contract with NHS England for provision of therapeutic counselling to West Midlands Children and Young Peoples Sexual Assault Service. Contract ended 31st Jan 2022

Worcestershire County Council - funding to provide immediate crisis support to reduce and reopen the counselling waiting list in Worcestershire

# Notes to the accounts

## For the year ended 31st March 2022

### 17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2022 are represented by:				
Current assets/(liabilities)	701,726	400,000	711,690	1,813,416
Fund balances at 1 April 2021 are represented by:				
Current assets/(liabilities)	525,267	225,000	344,339	1,094,606

### 18. OPERATING LEASES

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows

	2022 £	2021 £
Within 1 year	45,571	45,887
Between 2 and 5 years	103,797	2,699
More than 5 years	-	-
	<u>149,368</u>	<u>48,586</u>
Rent paid under operating leases in the year	<u>48,481</u>	<u>38,261</u>

All operating lease payments are treated as an expense.

# Notes to the accounts

## For the year ended 31st March 2022

### 19. CASH INFLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net Income for the year	718,810	178,923
Adjustments for :		
Investment income recognised in statement of financial activities	(230)	(20)
Movements in working capital		
Decrease/(increase) in debtors	19,135	36,725
Increase/(decrease) in creditors	229,643	23,293
	<u>967,358</u>	<u>238,921</u>

### 20. ANALYSIS IN CHANGES IN NET FUNDS

The charitable company had no debt during the year.

### 21. ULTIMATE CONTROLLING PARTY

The charity is controlled by the Trustees.

# West Mercia Rape & Sexual Abuse Support Centre



PO BOX 240, WORCESTER, WR1 2LF

WORCESTERSHIRE OFFICE: 01905 611655

WORCESTERSHIRE HELPLINE: 01905 724514

HEREFORDSHIRE OFFICE: 01432 266551

HEREFORDSHIRE HELPLINE: 01432 344777

EMAIL: [OFFICE@WMRSASC.ORG.UK](mailto:OFFICE@WMRSASC.ORG.UK)

WEBSITE: [WWW.WMRSASC.ORG.UK](http://WWW.WMRSASC.ORG.UK)



@WMRSASC

CHARITY REGISTRATION NO. 1136677 COMPANY NO. 07083844

WEST MERCIA RAPE & SEXUAL ABUSE SUPPORT CENTRE IS A COMPANY LIMITED BY GUARANTEE IN ENGLAND AND WALES. REGISTERED OFFICE IS KENDALL WADLEY CHARTERED ACCOUNTANTS, 71 GRAHAM ROAD, MALVERN, WORCESTERSHIRE, WR14 2JS. PLEASE NOTE THIS IS NOT PART OF ANY WMRSASC PREMISES.

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

England & Wales - Charity number 1136677

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# Accounts

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Charity Registration No. 1136677

Company Registration No. 07083844 (England and Wales)

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	E D Needham J Griffiths A Khan D Whitfield Dr. R. Jones	(Resigned 1 March 2021)
<b>Chief Executive</b>	J Anderson	
<b>Head of Operations</b>	D Griffiths	
<b>Head of Operations, Purple Leaf</b>	K Best	Appointed 1 April 2020
<b>Head of Finance</b>	K Merrick	Appointed 2 November 2020
<b>Charity number</b>	1136677	
<b>Company number</b>	07083844	
<b>Principal address</b>	PO Box 240 Worcester WR1 2LF	
<b>Registered office</b>	Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
<b>Auditor</b>	Richards Sandy Audit Services Ltd Thorneloe House 25 Barbourne Road Worcester WR1 1RU	
<b>Bankers</b>	Lloyds Bank plc 4 The Cross Worcester WR1 3PY	

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# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## CONTENTS

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	<b>Page</b>
Trustees' report	1 - 6
Statement of Trustees' responsibilities	7
Independent auditor's report	8 - 10
Statement of financial activities	11-12
Balance sheet	13
Statement of cash flows	14
Notes to the financial statements	15 - 25

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# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

*FOR THE YEAR ENDED 31 MARCH 2021*

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The Trustees present their report and accounts for the year ended 31 March 2021.

The Trustees' report satisfies the requirements of a directors' report as required by Company Law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

### **Objectives and activities**

The objects are to relieve sickness and distress of anyone who has suffered sexual assault. The charity has both a strategic plan and a comprehensive business plan which clearly sets out its goals and objectives for the future. These are, to develop the range and accessibility of our services, to ensure the future sustainability of the organisation and to raise awareness about the impact of rape and sexual abuse.

The aim of the charity is to provide a specialist, confidential and non-judgemental sexual violence support service for anyone in Worcestershire, Herefordshire and Shropshire, who have experienced any form of rape or sexual abuse at any time in their lives. Services available include a telephone helpline and live chat facility, face to face, telephone and online counselling and an independent sexual violence advocacy (ISVA) service. The Branch Project works with children and young people who have experienced Child Sexual Exploitation (CSE). Support for partners/supporters of survivors is also provided. A range of Professional Development Training for both agencies and individuals are available as well as a service supporting children and young people who have displayed harmful sexual behaviour.

The Trustee Board have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### **Achievements and performance**

WMRSASC has once again continued to grow and develop services for survivors over the past twelve months in response to rising referral rates and demand for services.

#### Values

The organisation has decided upon a set of values which guides all decision making and planning these are:

#### Integrity

We are ethical and respectful at all times, inspiring trust from our clients and each other, consistently delivering our commitments by standing our ground and challenging inappropriate behaviour and injustice.

#### Empowerment

We take responsibility for our own actions, supporting others to do the same by developing our own skills and abilities and fostering the same sense of self-care and self-worth in our clients and each other.

#### Accountability

We are accountable in our own decision-making processes for continual improvements in the services we offer. We collaborate with partners and listen to the voice of our service users to ensure that we offer the best service we can.

#### Decision Making Principles

We balance the needs of the client, the team and the organisation in every decision we make in order to provide the best service we can for survivors.

WMRSASC has an overarching vision to ensure that 'all survivors of sexual violence receive the support they need, when they need it, for as long as they need it'.

Our strategic plan (2019 – 24) encompasses five main objectives:

#### Prevent

The preventative strand is underpinned by our educational work with both individuals and groups. Purple Leaf will lead on the development of appropriate training delivery and development opportunities.

#### Cope

The Cope objective encompasses the work of the advocacy team providing practical and emotional support for survivors predominately for those involved in the criminal justice process and beyond.

#### Recover

Sexual violence in any form is destructive and can impact on development, welfare and well-being of clients throughout their life. WMRSASC will work alongside clients to provide the therapeutic support they need to move from surviving to thriving. By providing therapeutic support services including counselling, play therapy and group work to effectively address the legacy of abuse.

#### Growth

We see the demand for our services increasing year on year. WMRSASC is committed to developing services to respond effectively to changes and trends in sexual violence and abuse. Our service provision will continue to adapt to meet the changing need, with our focus on the development of Purple Leaf services, which complements our existing provision and diversifies our funding base.

#### Sustainability

WMRSASC provide high quality specialist sexual violence services. We are committed to ensuring that we remain able to provide these much-needed services to survivors. This priority focuses not only on financial sustainability and stability but also encompasses the need to ensure that our staff and volunteers are effectively supported to maintain a healthy work life balance and to mitigate the impact of vicarious trauma associated with this area of work.

All services are provided by sexual violence specialists, staff and volunteers, who deliver a sustainable service supported by effective management processes.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2021

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### Financial review

There was a surplus for the year of £178,923 (2020 £222,669). The total reserves at the year end were £1,094,606 (2020 £915,683). With unrestricted funds totalling £525,267 (2020 £342,253), designated funds £225,000 (2020 £219,614) and restricted funds of £344,339 (2020 £353,816) The funds are adequate and available to fulfil the obligations of the organisation.

It is the policy of the charitable company that unrestricted funds which have not been designated for a specific use should be maintained at a minimum of four month's expenditure. The Trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charitable company's current activities while consideration is given to ways in which additional funds may be raised.

Unrestricted funds at £525,267 (2020 £342,253) is below the preferred level as set out by the reserves policy.

WMRSASC is facing unprecedented demand for services and whilst we have been able to sustain current levels of service delivery, we are aware that this will not be sustainable from reserves. We will work to address this in partnership with referral agencies in the forthcoming year.

The main funder of services continues to be the West Mercia Police and Crime Commissioner John Campion. We are grateful for his support and commitment to providing services to survivors and we work closely with the Office of the PCC. Next year sees the advocacy services funding change from a grant making basis to a tender basis. Whilst WMRSASC were successful in bidding for the tender and will be supported in its delivery by Axis (Shropshire & Telford) on a sub contractual basis, we are aware of shortfalls in the funding available to meet current demand.

The Trustees have assessed the major risks to which the charitable company is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

**FOR THE YEAR ENDED 31 MARCH 2021**

---

### **Structure, governance and management**

The charitable company (charity number 1136677 and Company number 07083844) is a company limited by guarantee incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its memorandum and articles.

Worcestershire and Herefordshire Rape and Sexual Abuse Support Centres are active divisions of West Mercia Rape and Sexual Abuse Support Centre. Purple Leaf is a trading division of West Mercia Rape and Sexual Abuse Support Centre.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

E D Needham  
J Griffiths  
A Khan  
D Whitfield  
Dr R Jones (resigned 1 March 2021)

The Trustee Board will consist of no less than three and no more than eight members. Three Office Bearers (Chairperson, Treasurer, and Secretary) will be elected from the Trustees.

The election of the Trustees will take place at the West Mercia Rape and Sexual Abuse Support Centre Annual General Meeting.

Nominations of candidates for election as Trustees must be received in writing at the registered office of West Mercia Rape and Sexual Abuse Support Centre seven days prior to the AGM at which elections will take place. Nominations must be signed by one West Mercia Rape and Sexual Abuse Support Centre member and must be accompanied by the written consent of the candidate.

Nominations will be moved and seconded by any member of the organisation.

Casual vacancies on the Board will occur where the position of Trustee becomes vacant or where insufficient nominations for Trustee positions are received at an AGM. Where a casual vacancy occurs, the Trustees may appoint a Member to fill the vacancy until the next AGM.

Where all Trustee positions become vacant, General Members of West Mercia Rape and Sexual Abuse Support Centre may call a Special General Meeting to elect a new Trustee Board, in accordance with processes stipulated in the Memorandum and Articles.

The Articles of Association of the charity include a provision that (subject to the exemptions required by the Companies Act) the charity shall indemnify every trustee against any liability incurred in successfully defending legal proceedings in that capacity or in connection with any application in which relief is granted by the Court from liability for negligence, default or breach of duty or breach of trust in relation to the charity.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

### FOR THE YEAR ENDED 31 MARCH 2021

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New Trustees will be provided with induction material on confirmation of their appointment. Induction material will include:

- a. West Mercia Rape and Sexual Abuse Support Centre's Worker Handbook (inclusive of Policies and Procedures)
- b. West Mercia Rape and Sexual Abuse Support Centre's Memorandum and Articles
- c. Any other documentation deemed relevant by the Board

A meeting between a new Trustee and the Chairperson will be organised to provide the new member with orientation and relevant information about the Committee and the organisation.

To assist Board members in the conduct of their duties, all information resources of West Mercia Rape and Sexual Abuse Support Centre will be made available and may be accessed on request.

The Trustees holds the ultimate legal and managerial responsibility for West Mercia Rape and Sexual Abuse Support Centre and recognise the importance of maintaining an effective and active Board. As such, clarity in the roles and responsibilities of Board Members is essential.

None of the Trustees have any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The Board has overall responsibility for ensuring that the charity is operating efficiently and effectively, its assets are safeguarded against unauthorised use or disposition, proper records are maintained and that financial information used within the charity or for publication is reliable and that the charity complies with relevant laws and regulations.

Remuneration of key management personnel is agreed by negotiation with the Trustees.

Related parties are as defined in the note to the financial statements. A register of Trustees' interests is maintained, and declarations of interest are made at the commencement of Board meetings.

#### **The impact of Covid-19 on WMRSASC**

WMRSASC has continued to support survivors throughout the pandemic predominantly by use of online sessions and telephone calls. Whilst we are aware that this type of support is not suitable for all, we prioritized the most vulnerable clients (including children and young people) to receive face to face support. Our offices have been made Covid compliant and we continue to adapt and respond to changes in line with Government guidance. The majority of the staff team have adapted well to working from home and have been supportive and supported to navigate these challenging times.

#### **Fundraising**

Though concerns around the impact of COVID and lockdown restrictions prevented normal fundraising activities, WMRSASC has developed a Fundraising Strategy and have dedicated staff actively seeking funding through grant and contract opportunities. A Virgin Money Giving page is maintained and donations are encouraged via social media platforms: Facebook, Twitter and Instagram. Other fundraising activities include the 500 Club and Easy Fundraising, the online shopping donation site. Future fundraising ideas are being developed and will increase as and when COVID restrictions allow.

#### **Auditor**

The Richards Sandy Audit Services Ltd were appointed as auditor to the charitable company and a resolution proposing that they be re-appointed will be put at a General Meeting.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) *FOR THE YEAR ENDED 31 MARCH 2021*

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### **Disclosure of information to auditor**

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

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

The Trustees' report was approved by the Board of Trustees.

### **E D Needham**

Trustee

Dated: 8 September 2021

# **WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

### **FOR THE YEAR ENDED 31 MARCH 2021**

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The trustees (who are also directors of West Mercia Rape & Sexual Abuse Support Centre for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

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### Opinion

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

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

### Opinions on other matters prescribed by the Companies Act 2006

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

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

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

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### **Matters on which we are required to report by exception**

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

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

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

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement set out on page 7, 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 charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

However, it is the primary responsibility of management, with the oversight of the trustees, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, we have:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework; and
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

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As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Companies Act 2006 (and related legislation), the Charities Act 2011 (and related legislation), and laws and regulations relating to the employment and payment of staff including, but not limited to, the Employment Rights Act 1996, the National Minimum Wage Act 1998 and the Pensions Act 2008.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements, which included reviewing the financial statement disclosures. This includes sample testing of monthly payroll records for the calculation of gross wages, payroll taxes and pension costs.

We identified the areas of the financial statements most susceptible to fraud to be management's judgement in allocating expenditure to individual restricted and unrestricted funds, including the allocation of wage costs and general staff overheads. Audit procedures performed included, but were not limited to, reviewing management's reasoning and workings behind these allocations of expenditure.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

### Use of our report

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

Nicholas Paul Sandy (Senior Statutory Auditor)  
for and on behalf of Richards Sandy Audit Services Limited  
(Statutory Auditor)  
Thorneloe House  
25 Barbourne Road  
Worcester  
WR1 1RU

Date: .....

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

### Current financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
<b><u>Income from:</u></b>						
Donations and legacies	3	11,734	-	-	11,734	31,875
Charitable activities	4	250,970	-	2,302,000	2,552,970	2,312,310
Investments	5	20	-	-	20	168
<b>Total income</b>		<b>262,724</b>	<b>-</b>	<b>2,302,000</b>	<b>2,564,724</b>	<b>2,344,353</b>
<b><u>Expenditure on:</u></b>						
Charitable activities	6	175,466	-	2,210,335	2,385,801	2,121,684
<b>Net (outgoing)/incoming resources before transfers</b>		<b>87,258</b>	<b>-</b>	<b>91,665</b>	<b>178,923</b>	<b>222,669</b>
Gross transfers between funds	10	95,756	5,386	(101,142)	-	-
<b>Net income for the year/ Net movement in funds</b>		<b>183,014</b>	<b>5,386</b>	<b>(9,477)</b>	<b>178,923</b>	<b>222,669</b>
Fund balances at 1 April 2020		342,253	219,614	353,816	915,683	693,014
<b>Fund balances at 31 March 2021</b>		<b>525,267</b>	<b>225,000</b>	<b>344,339</b>	<b>1,094,606</b>	<b>915,683</b>

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## STATEMENT OF FINANCIAL ACTIVITIES

### INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

Prior financial year

		Unrestricted funds general	Unrestricted funds designated	Restricted funds	Total
		2020 £	2020 £	2020 £	2020 £
	Notes				
<b>Income from:</b>					
Donations and legacies	3	27,220	-	4,655	31,875
Charitable activities	4	5,679	-	2,306,631	2,312,310
Investments	5	168	-	-	168
<b>Total Income</b>		33,067	-	2,311,286	2,344,353
<b>Expenditure on:</b>					
Charitable activities	6	96,745	-	2,024,939	2,121,684
<b>Net (outgoing)/incoming resources before transfers</b>		(63,678)	-	286,347	222,669
Gross transfers between funds	10	141,539	-	(141,539)	-
<b>Net income for the year/ Net movement in funds</b>		77,861	-	144,808	222,669
Fund balances at 1 April 2019		264,392	219,614	209,008	693,014
<b>Fund balances at 31 March 2020</b>		342,253	219,614	353,816	915,683

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2021

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	Notes	2021 £	£	2020 £	£
<b>Current assets</b>					
Debtors	11	168,256		204,981	
Investments	12	102,756		102,756	
Cash at bank and in hand		1,008,648		769,707	
		<u>1,279,660</u>		<u>1,077,444</u>	
<b>Creditors: amounts falling due within one year</b>	13	(185,054)		(161,761)	
		<u></u>		<u></u>	
Net current assets		1,094,606		915,683	
		<u><u>1,094,606</u></u>		<u><u>915,683</u></u>	
<b>Income funds</b>					
Restricted funds	14		344,339		353,816
<u>Unrestricted funds - general</u>					
Designated funds	15	225,000		219,614	
General unrestricted funds		525,267		342,253	
		<u>750,267</u>		<u>561,867</u>	
		<u><u>1,094,606</u></u>		<u><u>915,683</u></u>	

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Trustees on 8 September 2021.

E D Needham  
Trustee

Company Registration No. 07083844

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## STATEMENT OF CASHFLOWS

AS AT 31 MARCH 2021

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		2021		2020	
	Notes	£	£	£	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	19		238,921		441,261
<b>Investing activities</b>					
Income re-invested		-		(86)	
Interest received		20		168	
<b>Net cash generated from/(used in) investing activities</b>			20		82
<b>Net cash used in financing activities</b>			-		-
Net increase in cash and cash equivalents			238,941		441,343
Cash and cash equivalents at beginning of year			769,707		328,364
<b>Cash and cash equivalents at end of year</b>			1,008,648		769,707

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# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 MARCH 2021**

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### 1 Accounting policies

#### Company information

West Mercia Rape and Sexual Abuse Support Centre is a charitable company, registered in England & Wales, limited by guarantee and incorporated 23rd November 2009. The charity is governed by a management committee who are directors and trustees under its memorandum and articles of association. The registered office is Granta Lodge, 71 Graham Road, Malvern, Worcestershire, WR14 2JS.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

In the event of the Charity being wound up, the liability in respect of Guarantee is limited to £10 per member of the Charity.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions imposed by donors as to how they may be expended. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grant income is accounted for under the performance model and is recognised when there is evidence of entitlement, receipt is probable and the amount can be measured reliably.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2021**

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### **1 Accounting policies**

**(Continued)**

#### **1.5 Resources expended**

Liabilities are recognised for the amounts that the charity anticipates it will have to pay to settle a debt or the amount that it has received in advance as payment for services it has to provide.

Expenditure on charitable activities includes the costs associated with the activities undertaken to further the purposes of the charity.

Costs are allocated on a time spent basis across all income received to conduct the core activities of the charitable company.

Other expenditure represents those items not falling into any other heading.

Any capital expenditure less than £1,000 is not considered for capitalisation.

#### **1.6 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

#### **1.7 Financial instruments**

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### ***Basic financial assets***

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

##### ***Other financial assets***

Other financial assets comprise current asset investments being monies placed on deposit on terms exceeding 90 days.

##### ***Basic financial liabilities***

Basic financial liabilities, including creditors, are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

##### ***Derecognition of financial liabilities***

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 1 Accounting policies

(Continued)

##### 1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

##### 1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

##### 1.10 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

#### 2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The allocation of staff costs between individual unrestricted and restricted funds is based on the estimated split of staff time for each individual employee of the charity and is a critical judgement in the preparation of these financial statements.

Income received under service contract in regard to IICSA is received on the understanding per the service contract that the charitable company will not make a profit exceeding a stated level (or if they do then at the end of the contract then the excess profits above this level will be repayable to the funder). Income and relating expenditure in regard to IICSA activities has been accounted for as a restricted fund, with a transfer from this restricted fund to unrestricted funds of the in line with the level of permissible profits that the charitable company can make in accordance with the service contract. This is a critical judgement in the preparation of these financial statements.

Unrestricted charitable activities income includes income received under service contract to provide counselling services that is nominally billed on a flat monthly fee basis, but where the amount of this flat monthly fee is based on an anticipated level of counselling sessions being provided. At the year end the charitable company had current year commitments to provide future counselling sessions under this service contract. On the basis that the performance-related conditions of this income has not been fully met at the year end, a proportion of the current year income received under this service contract has been deferred. This is a critical judgement in the preparation of these financial statements. Additionally, the calculation of the amount of income to be deferred is based on various assumptions as to how many future counselling sessions each individual participating in this scheme will require in the future (up to a maximum of 10 counselling sessions per participating individual as per the service contract) and the calculation of the level of income deferred is a critical accounting estimate in the preparation of these financial statements. The level of deferred income at the year end is disclosed in note 13 of these financial statements.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 3 Donations and legacies

	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds general 2020 £	Restricted funds 2020 £	Total 2020 £
Donations and gifts	11,734	-	11,734	27,220	4,655	31,875

### 4 Charitable activities

	2021 £	2020 £
<b>Income received for charitable activities</b>		
Unrestricted funds - general	250,970	5,679
Restricted funds	2,302,000	2,306,631
	<u>2,552,970</u>	<u>2,312,310</u>

**Included within income relating to provision of core services are the following grants:**

PCC ISVA	537,349	444,000
Rape Support Funds – Herefordshire & Worcestershire	394,196	151,410
Children in Need	33,187	33,187
Children in Need – Next Steps	67,858	
Supervision provided	-	1,340
RCEW Regional Meetings	-	700
Research Grant	-	3,000
IICSA	754,261	1,110,851
P SARC/PSAS	-	158,024
Tampon Tax	-	9,113
PCC CSE	305,735	305,735
Eveson Charitable Trust	-	60,000
RCEW Digital Transformation Project	-	1,000
RCEW Responding to Self-Referrals	-	-
COVID-19 Contingency	9,650	
PCC COVID-19 Extraordinary Funding	116,610	
SVS CSA	27,977	
Herefordshire Community Fund	10,000	
CAF Resilience Fund	35,400	
National Lottery Covid Community Support Fund	9,777	
RCEW Live Chat	-	9,135
Purple Leaf	-	19,136
	<u>2,302,000</u>	<u>2,306,631</u>

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 5 Investments

	<b>Unrestricted funds general 2021 £</b>	Unrestricted funds general 2020 £
Bank Interest receivable	20	168

### 6 Charitable activities

	<b>2021 £</b>	<b>2020 £</b>
Staff costs	1,734,888	1,313,144
Rent and service charge	44,924	56,685
Stationery and books	2,791	5,019
Volunteer and staff travel	12,126	130,166
Outreach work	2,193	12,044
Capacity workers	157,479	271,028
Training	64,080	31,036
Counsellors	135,991	130,122
Supervision	25,265	22,983
Office expenses and consumables	75,890	21,863
Insurance	9,553	7,803
ICT	48,310	51,071
Telephone	47,437	39,565
Advertising	301	5,109
Other costs	15,708	13,792
Legal and professional fees	0	299
Sundries	1,274	6,055
	<u>2,378,213</u>	<u>2,117,784</u>
Share of governance costs (see note 7)	7,588	3,900
	<u>2,385,801</u>	<u>2,121,684</u>
<b>Analysis by fund</b>		
Unrestricted funds - general	175,466	96,745
Restricted funds	2,210,335	2,024,939
	<u>2,385,801</u>	<u>2,121,684</u>

**WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2021**

7 Governance costs	2021 £	2020 £	Basis of allocation
Audit fees	7,588	3,900	Governance of charitable activities
	<u>7,588</u>	<u>3,900</u>	
Analysed between Charitable activities	<u>7,588</u>	<u>3,900</u>	

**8 Trustees (including related party transactions)**

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year, nor were any expenses reimbursed (2020 - £nil).

During the year payroll and company secretarial services were provided by Kendall Wadley LLP of which Elizabeth Needham a Trustee is a partner. These amounted to £4,722 (2020 - £3,981). Year end creditor due to Kendall Wadley of £1,293 (2020 - £1,045)

Dianne Whitfield, a trustee of the charity is a trustee of Rape Crisis England & Wales and Jocelyn Anderson CEO was a Trustee until 30<sup>th</sup> November 2020. RCEW is a charity that provides support to West Mercia Rape & Sexual Abuse Support Centre. During the year, income totalling £41,664 (2020 - £23,958) was received from that organisation and £11,310 (2020 - £6,330) was paid to that organisation for the provision of training. Year end debtor due from Rape Crisis England and Wales of £2,827 (2020 - £1,707).

**9 Employees**

**Number of employees**

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Core services including advocacy, counselling and helpline	62	54

**Employment costs**

	2021 £	2020 £
Wages and salaries	1,540,222	1,174,326
Social security costs	138,859	96,836
Other pension costs	55,807	41,982
	<u>1,734,888</u>	<u>1,313,144</u>

There were no employees whose annual remuneration was £60,000 or more.

Pension costs relate to defined contribution schemes only.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

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### 10 Transfers

The transfers of funds from the restricted IICSA fund to the unrestricted fund relates to the management fees permitted to be recovered under the terms of the funding agreement.

All other transfers relate to the release of funds on completed projects as agreed with the fund providers.

### 11 Debtors

	2021	2020
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	119,947	77,105
Prepayments and accrued income	48,309	127,876
	<u>168,256</u>	<u>204,981</u>

### 12 Current asset investments

	2021	2020
	£	£
Cash equivalents on deposit	102,756	102,756
	<u>102,756</u>	<u>102,756</u>

### 13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	31,939	-
Other taxation and social security	-	25,998
Accruals	46,663	61,474
Deferred income – service contracts	88,422	74,289
Deferred income - other	18,030	-
	<u>185,054</u>	<u>161,761</u>

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£	£	£	£
Herefordshire & Worcestershire Rape Support Fund	-	151,410	(150,601)	(809)	-	394,196	(394,196)	-	-
P SARC	362	140,823	(137,135)	(4,050)	-	-	-	-	-
PCC ISVA	-	444,000	(441,643)	(2,357)	-	537,349	(537,349)	-	-
Children in Need	-	33,187	(33,187)	-	-	33,187	(33,187)	-	-
IICSA	152,12	1,115,307	(865,242)	(133,302)	268,884	754,261	(691,251)	(90,533)	241,361
PCC CSE	28,212	305,735	(328,381)	(1,021)	4,545	305,735	(310,280)	-	-
PCC CPVID-19 Funding	-	-	-	-	-	116,610	(116,610)	-	-
COVID-19 Contingency	-	-	-	-	-	9,650	(9,650)	-	-
SVS CSA	-	-	-	-	-	27,977	(27,977)	-	-
CiN Next Steps	-	-	-	-	-	67,858	(24,880)	-	42,978
Herefordshire Community Fund	-	-	-	-	-	10,000	(10,000)	-	-
CAF Resilience Fund	-	-	-	-	-	35,400	(35,400)	-	-
National Lottery Covid Support Fund	-	-	-	-	-	9,777	(9,777)	-	-
RCC WM	346	-	-	(346)	-	-	-	-	-
RCEW Digital Transformation Project	11,967	1,000	(12,967)	-	-	-	-	-	-
RCEW Responding to Self Referrals	16,000	-	(16,000)	-	-	-	-	-	-
RCEW	-	700	(344)	-	356	-	-	(356)	-
RCEW Live chat	-	9,135	(5,492)	-	3,643	-	-	(3,643)	-
Tampon tax	-	9,113	(2,335)	-	6,778	-	(6,778)	-	-
Eveson Charitable Trust	-	60,000	-	-	60,000	-	-	-	60,000
Purple Leaf	-	20,676	(16,386)	346	4,636	-	-	(4,636)	-
Edward Cadbury Fund	-	3,000	-	-	3,000	-	(3,000)	-	-
WMCPY SAS	-	17,200	(15,226)	-	1,974	-	-	(1,974)	-
	<u>209,008</u>	<u>2,311,286</u>	<u>(2,024,939)</u>	<u>(141,539)</u>	<u>353,816</u>	<u>2,302,000</u>	<u>(2,210,335)</u>	<u>(101,142)</u>	<u>344,339</u>

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

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#### 14 Restricted funds

(Continued)

Herefordshire and Worcestershire Rape Support Funds - grants directed through the Ministry of Justice to provide specialist support to female and/or male victims who have experienced rape or sexual abuse at any point in their life.

PSARC - contract with Birmingham Community Healthcare NHS Foundation Trust to provide services including counselling for children and young people aged 5 to 17 years; counselling for parents of children aged 0 to 5 years and to provide outreach support and awareness raising to organisations and education providers who are working directly with children and young people. Contract ended 31 December 2019, however there are two some clients being supported who were referred through this contract (delay due to Covid 19).

PCC ISVA - funded through the West Mercia Commissioner's Grant Scheme to maintain the key frontline Independent Sexual Violence Advocacy (ISVA) services and for the introduction of the Navigators in order to respond to the increase in referrals.

Children In Need - grant to support children and young people who have experienced any form of sexual abuse, through the employment of two Children and Young People's ISVAs.

IICSA (independent Inquiry into Child Sexual Abuse) - contract with Home Office for the provision of support to individual participants within the Truth project and Investigations.

PCC CSE - funded through the West Mercia Commissioner's Grant Scheme, this initiative, through two projects provides tailored 1:1 and group educative approaches to support CYP aged 5+. The Branch Project supports CYP affected by Child Sexual Exploitation on a 1:1 basis. The Empowerment Project provides opportunities for facilitated discussion with CYP to explore 'freedom' and 'capacity' in the context of sexual abuse and exploitation.

Tampon Tax - funding for a feasibility study into group counselling in Herefordshire.

Eveson Charitable Trust- funding for the provision of a full-time children and young people's counsellor.

WMCPY SAS - contract with NHS England for provision of therapeutic counselling to West Midlands Children and Young Peoples Sexual Assault Service. Contract began 1 January 2020.

Edward Cadbury Charitable Trust - funding provided to enable research into best practices for the formation and continuation of group work for survivors of sexual abuse and violence, carried forward.

COVID-19 Contingency – smaller funding applications combined for the provision of equipment to enable home working due to the impact of COVID-19.

SVS CSA SSA – contract for the delivery of the Home Office SVSCSA Fund Sibling Sexual Abuse Project on behalf of Rape Crisis England & Wales (RCEW) as directed by SARSAS

CIN COVID-19 Next Steps Programme – Funding through Children In Need, this project is for one-to-one training and support sessions for young people who have experienced or are at risk of sexual abuse and are isolated due to Covid-19

Herefordshire Community Fund – to provide direct therapeutic counselling support for women, men, and children (aged 5+) within Herefordshire

PCC COVID Extraordinary Funding – funded through the West Mercia Commissioner's Grant Scheme the COVID-19 extraordinary funding is to meet the additional costs registered charities or social enterprises have incurred or will incur whilst adapting their services during the pandemic, and to cope with demand increases resulting from it.

CAF Resilience Fund – Funding provided to increase the amount of support available and to purchase/update systems and equipment to enable changes to working practices to ensure compliance with Government COVID guidelines.

NL Covid Community Support Fund – funding to assist with the online delivery of the Volunteer Training Course.

RCEW Digital Transformation Project – contract with Rape Crisis England and Wales (RCEW) for development and delivery of WMRSASC's digital action plan and digital strategy.

RCEW Responding to Self-Referrals – contract with RCEW in relation to Weaving the Web, to enable women and girls to contact their local Rape Crisis centre directly and to collate information about referrals.

RCCWM, RCEW, RCEW Live Chat and Purple Leaf are no longer considered to be restricted funds.

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2021

#### 15 Designated funds

The income funds of the charity include the following designated fund which has been set aside out of unrestricted funds by the trustees for the specific purpose described below:

	Movement in funds		Movement in funds		Balance at 31 March 2021
	Balance at 1 April 2019	Incoming resources	Balance at 1 April 2020	Incoming resources	
	£	£	£	£	£
Winding up provision	219,614	-	219,614	5,386	225,000
	<u>219,614</u>	<u>-</u>	<u>219,614</u>	<u>5,386</u>	<u>225,000</u>

WMRSASC recognises the complexities of working within the sexual violence field and a such ensures that there are sufficient funds available to ensure that no clients are left without support should there be a need to close the organisation. WMRSASC has a clear exit strategy should additional funding not be forthcoming which includes staff redundancy, commitments to any debtors and ethical endings within the therapeutic relationships.

#### 16 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2021 are represented by:				
Current assets/(liabilities)	<u>525,267</u>	<u>225,000</u>	<u>344,339</u>	<u>1,094,606</u>
Fund balances at 1 April 2020 are represented by:				
Current assets/(liabilities)	<u>342,253</u>	<u>219,614</u>	<u>344,339</u>	<u>915,683</u>

# WEST MERCIA RAPE AND SEXUAL ABUSE SUPPORT CENTRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

### 17 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	45,887	47,250
Between two and five years	2,699	31,535
	<hr/> 48,586	<hr/> 78,785
Rent paid under operating leases in the year	<hr/> 38,261	<hr/> 47,077

### 18 Key management remuneration

#### Remuneration of key management personnel

The remuneration of key management personnel is as follows

	2021	2020
	£	£
Aggregate compensation	198,638	111,369

### 19 Cash generated from operations

	2021	2020
	£	£
Surplus for the year	178,923	222,669
Adjustments for:		
Investment income recognised in statement of financial activities	(20)	(168)
Movements in working capital:		
Decrease/(increase) in debtors	36,725	188,040
Increase in creditors	23,293	30,720
	<hr/> 238,921	<hr/> 441,261

### 20 Analysis of changes in net funds

The charitable company had no debt during the year.