

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

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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".

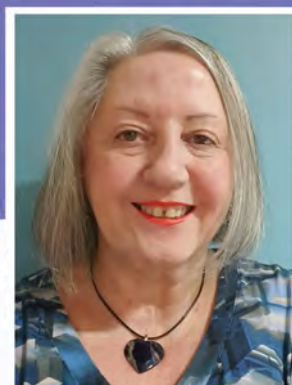
The aim of the charity is to provide a specialist, confidential and non-judgemental sexual violence support service for survivors of all forms of sexual violence (aged five years plus), their families and supporters across Worcestershire, Herefordshire and Shropshire (Branch & Branch Plus services).

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

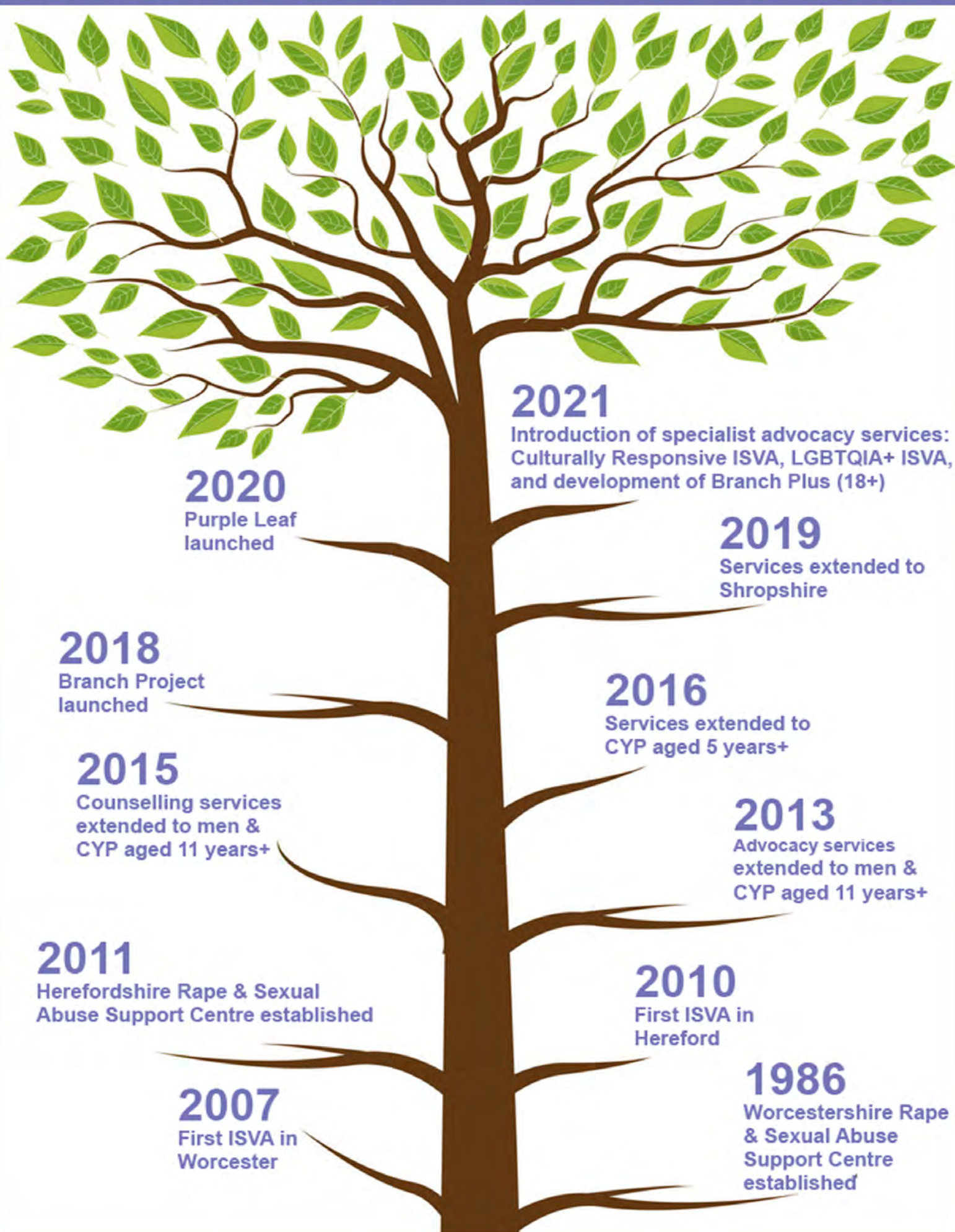
West Mercia Rape and Sexual Abuse Support Centre (WMRSASC) is a registered charity that was established within Worcestershire in 1986, expanded to Herefordshire in 2011 and Shropshire in 2019.

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



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

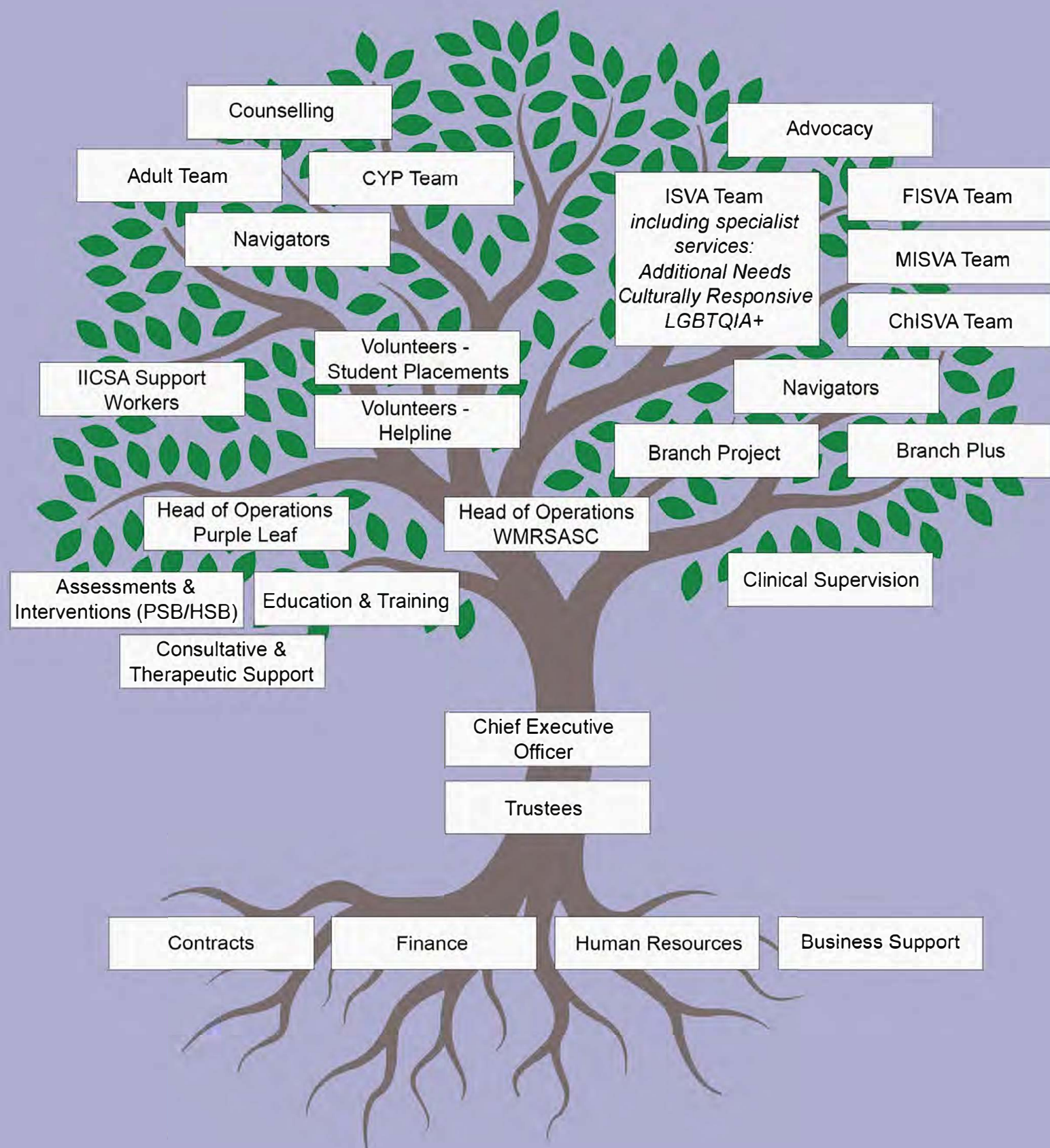
WMRSASC has faced another challenging year in 2021/22, but I am proud and pleased to say that despite working through a national pandemic, WMRSASC has continued to develop and move forward over the past 12 months. This report is an overview of challenges, service delivery and development.

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



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.

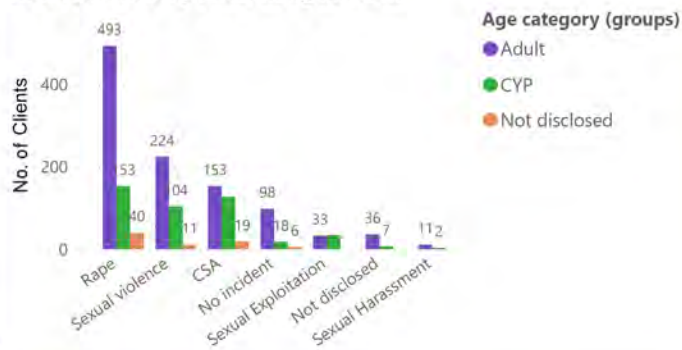
Advocacy services are delivered across West Mercia, WMRSASC subcontract service delivery (excluding CSE) in Shropshire, Telford and Wrekin to Axis. The WMRSASC team has worked exceedingly hard to ensure that processes and procedures are aligned between the two services and that clients receive the same 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.

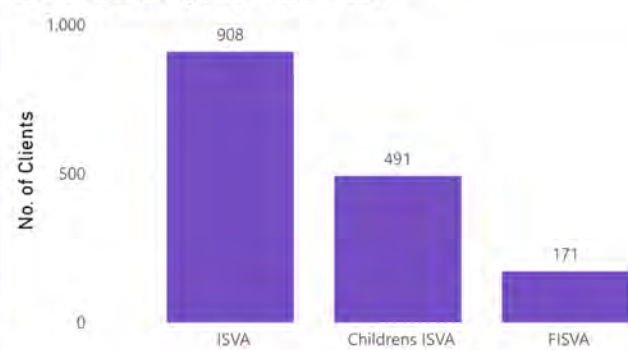
We have received 1570 new ISVA service referrals during the last year, April 2021 - April 2022 and 155 Branch referrals. 2738 people were supported within the ISVA service, and 254 people were supported within the Branch service throughout the last year.

Advocacy facts & figures

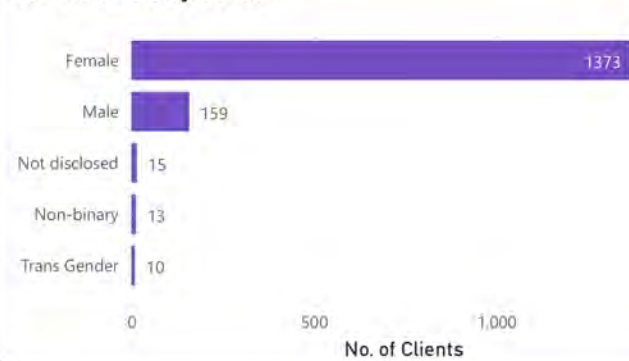
New Referrals by Presenting Incident



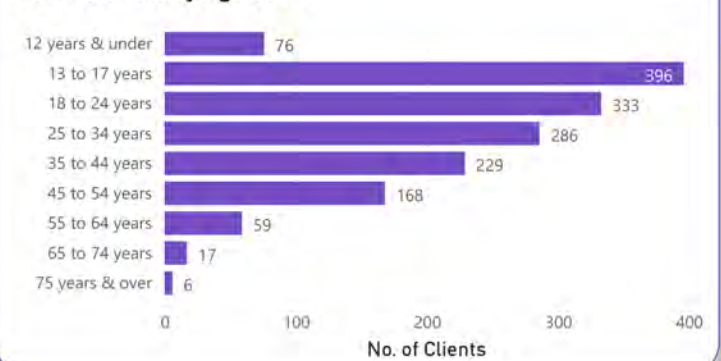
New Referrals by Advocacy Service



New Referrals by Gender

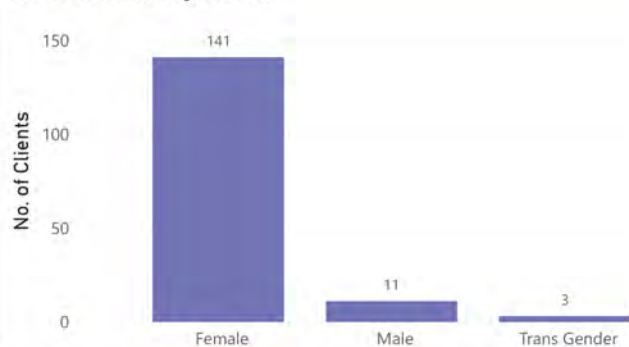


New Referrals by Age Band

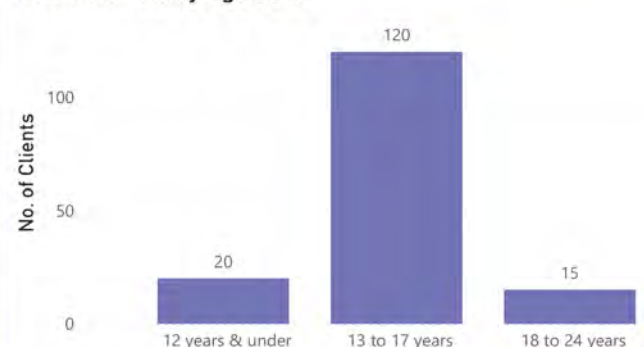


Branch Project fact & figures

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

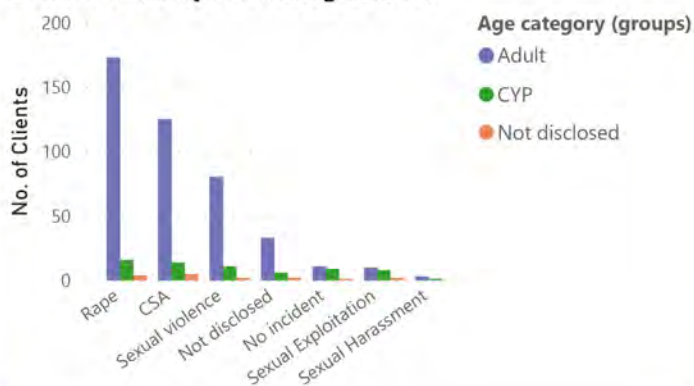
WMRSASC offers a counselling service to women, men and children, aged five years and over. Counselling is provided by qualified counsellors who have received additional trauma informed training in the support of survivors of sexual violence and abuse. WMRSASC offers counselling placements to students 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).

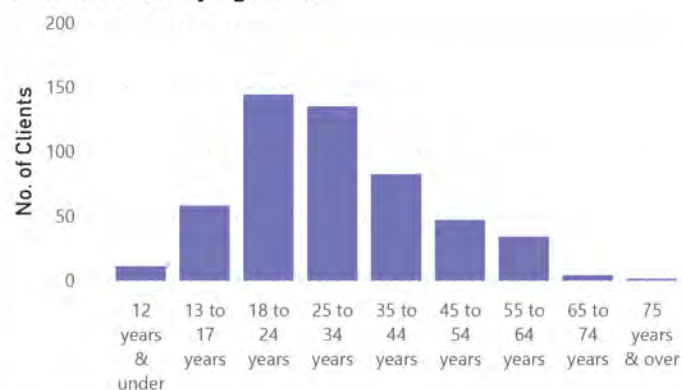
Support for the survivor is often long term, sometimes over years. Prior to closing the waiting list, we had capped therapeutic support at two years and further reduced this to 24 sessions to mitigate waiting lists, we remain hopeful that we will be able to extend support provision again for those who need it.

Counselling facts & figures

New Referrals by Presenting Incident

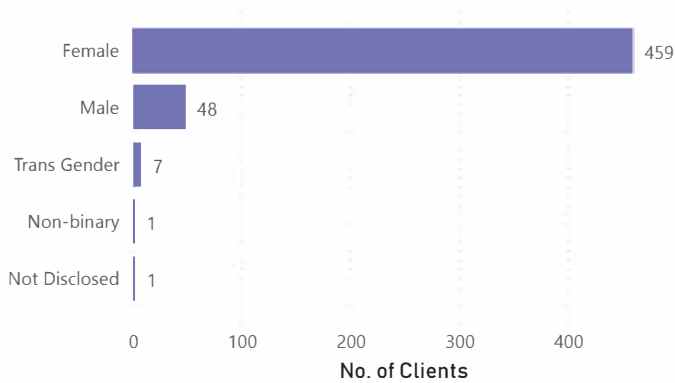


New Referrals by Age Band

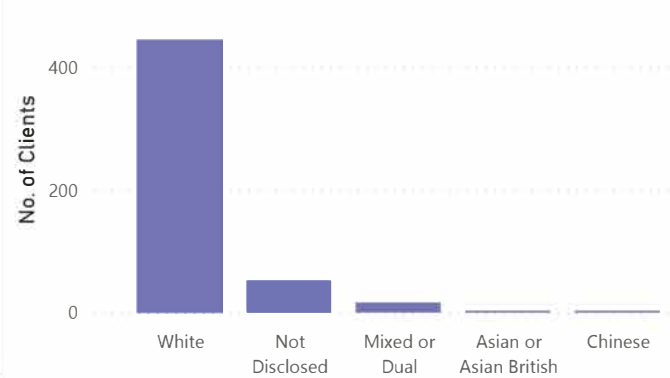


Counselling facts & figures

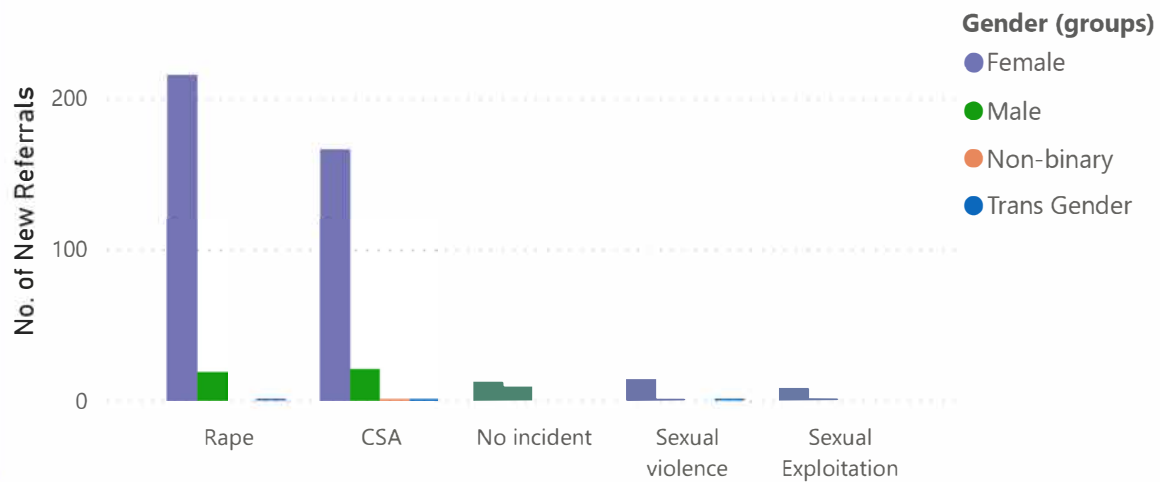
New Referrals by Gender



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. 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.

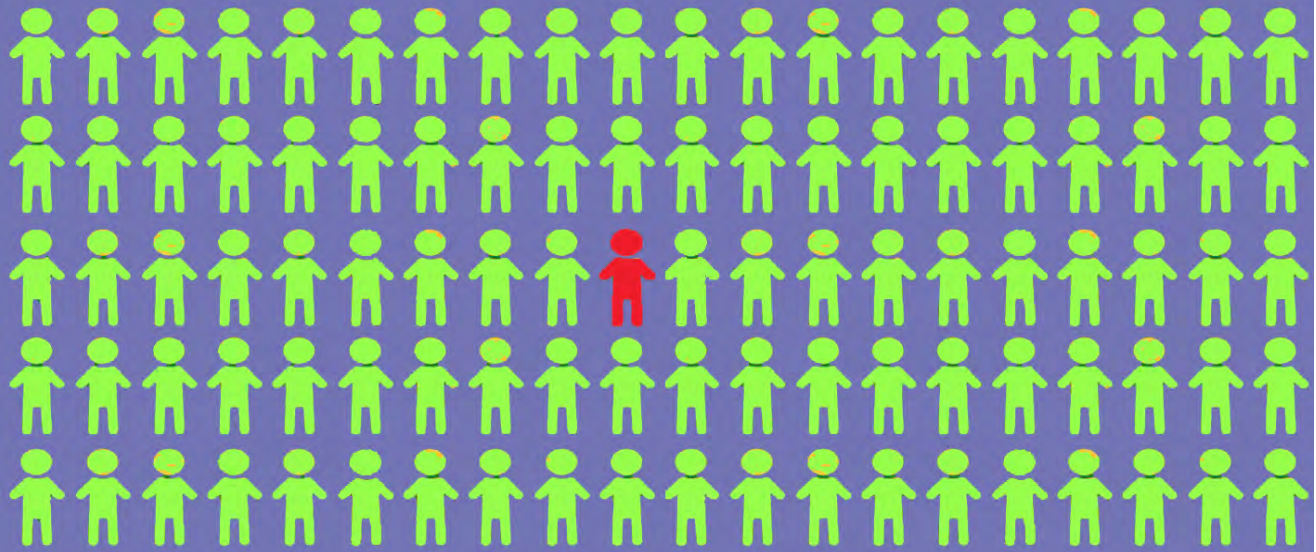
This year our volunteers went above and beyond to keep the helpline open, by ensuring it was able to operate from a confidential space. WMRSASC is able to offer volunteering opportunities in a number of areas within the service. All applicants follow our structured recruitment process by completing an 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.

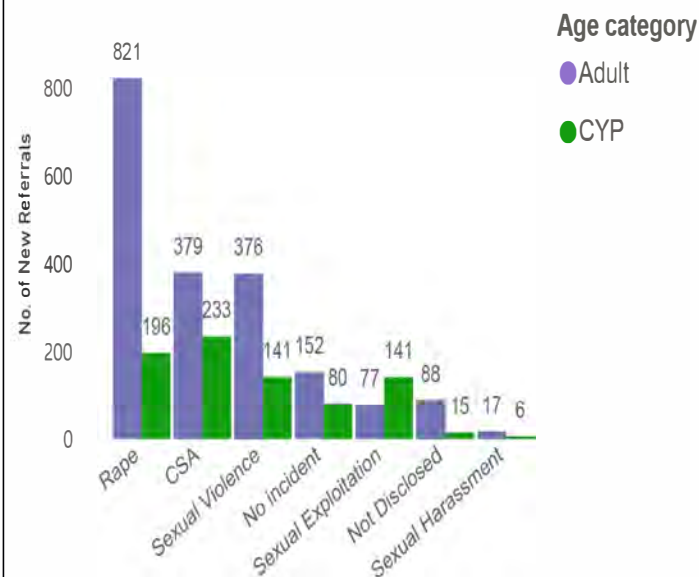
The highest ever number of rapes were recorded by police in the year ending September 2021, - 63,136. Yet only 1 in 100 rapes reported to police result in a charge.



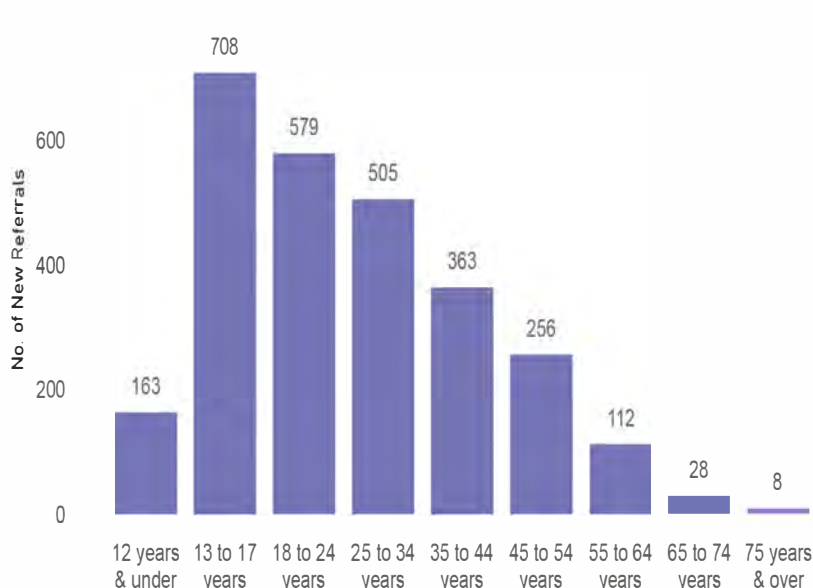
9 in 10 *girls and young women in schools say sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age.*

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.*

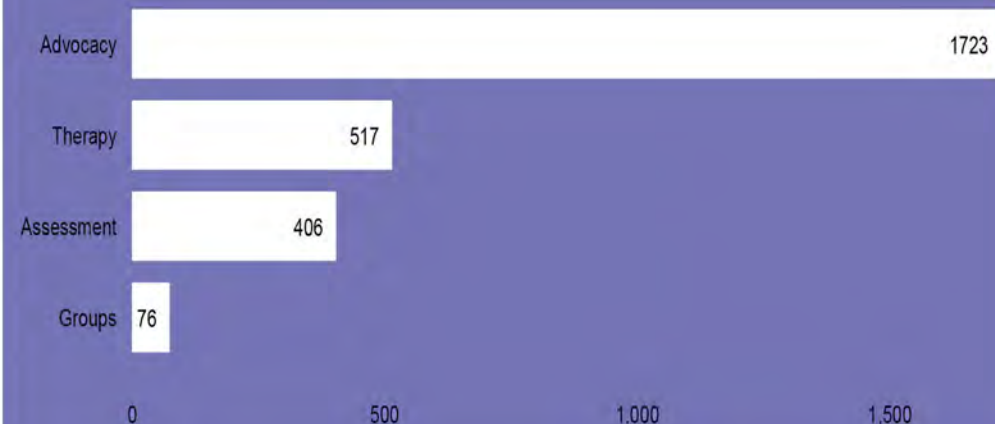
New Referrals by Presenting Issue



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.

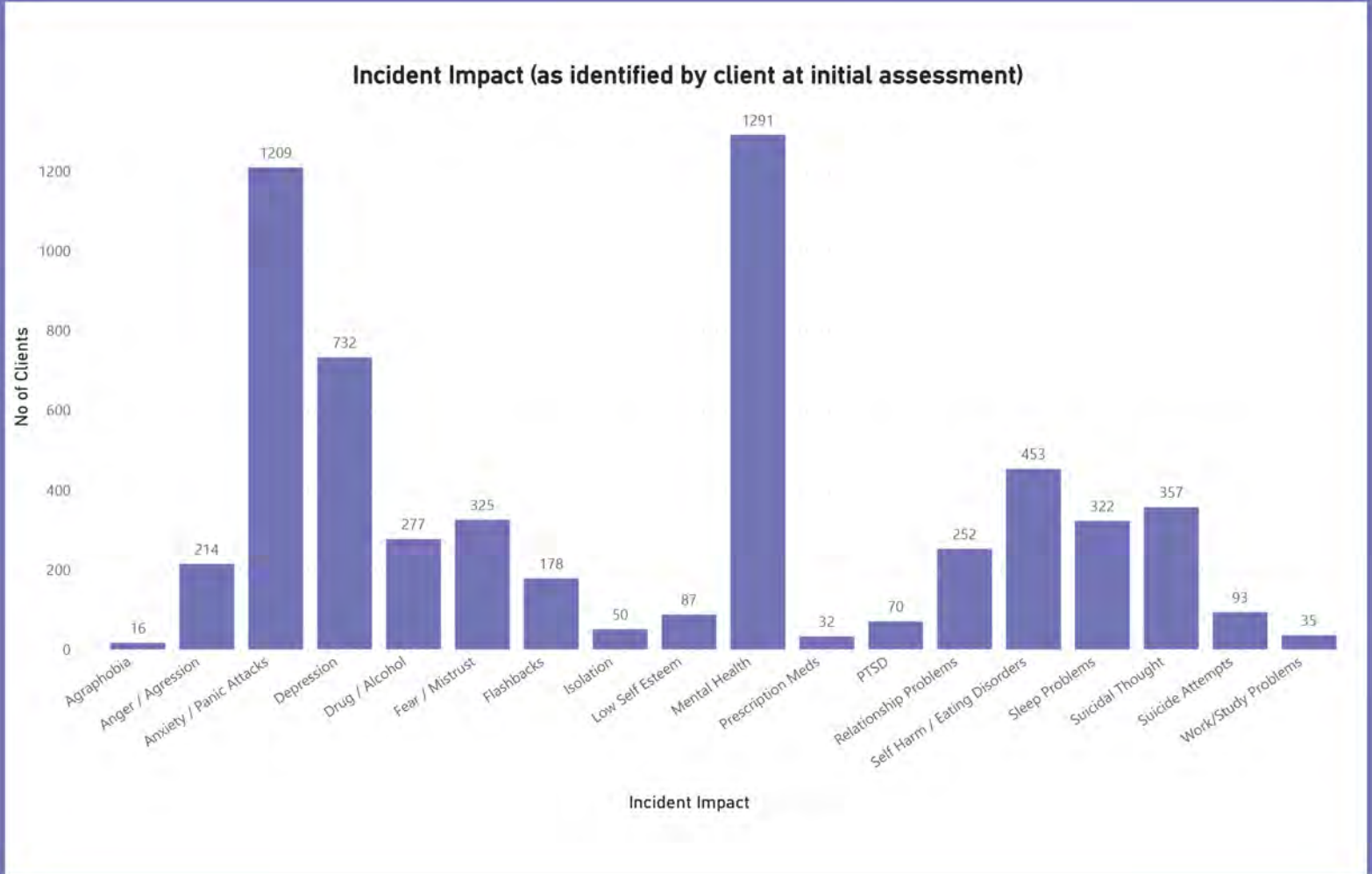
Over 2,500 calls were made to the helpline during 2021/22.

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)



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-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.

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 £
INCOME FROM:						
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
TOTAL INCOME		499,071	-	3,195,119	3,694,190	2,564,724
EXPENDITURE ON:						
Charitable activities	6	190,394	-	2,784,986	2,975,380	2,385,801
TOTAL EXPENDITURE		190,394	-	2,784,986	2,975,380	2,385,801
NET INCOME/(EXPENDITURE)		308,677	-	410,133	718,810	178,923
Transfer between funds	10 & 16	(132,218)	175,000	(42,782)	-	-
NET MOVEMENT IN FUNDS		176,459	175,000	367,351	718,810	178,923
Total funds brought forward		525,267	225,000	344,339	1,094,606	915,683
TOTAL FUNDS CARRIED FORWARD		701,726	400,000	711,690	1,813,416	1,094,606

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 £
INCOME FROM:					
Donations and legacies	3	11,734	-	-	11,734
Charitable activities	4	250,970	-	2,302,000	2,552,970
Investments	5	20	-	-	20
TOTAL INCOME		262,724	-	2,302,000	2,564,724
EXPENDITURE ON:					
Charitable activities	6	175,466		2,210,335	2,385,801
TOTAL EXPENDITURE		175,466	-	2,210,335	2,385,801
NET INCOME/(EXPENDITURE)		87,258	-	91,665	178,923
Transfer between funds	10 & 16	95,756	5,386	(101,142)	-
NET MOVEMENT IN FUNDS		183,014	5,386	(9,477)	178,923
Total funds brought forward		342,253	219,614	353,816	915,683
TOTAL FUNDS CARRIED FORWARD		525,267	225,000	344,339	1,094,606

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	
		£	£	£	£
CURRENT ASSETS					
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>	
 CREDITORS : amounts falling due within one year	13	<u>(414,697)</u>		<u>(185,054)</u>	
 NET CURRENT ASSETS			<u>1,813,416</u>		<u>1,094,606</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,813,416</u>		<u>1,094,606</u>
FUNDS					
Unrestricted			701,726		525,267
Designated	15		400,000		225,000
Restricted	16		711,690		344,339
 TOTAL FUNDS			<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 £
CASH INFLOW FROM OPERATING ACTIVITIES	19	967,358	238,921
CASH OUTFLOW FROM INVESTING ACTIVITIES			
Payment to acquire tangible fixed assets		-	-
Bank interest received		25	20
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		25	20
NET INCREASE IN CASH AND CASH EQUIVALENTS		967,383	238,941
CASH AND CASH EQUIVALENTS AT THE START OF PERIOD		1,008,648	769,707
CASH AND CASH EQUIVALENTS AT THE END OF PERIOD		1,976,031	1,008,648
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand		1,976,031	1,008,648

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 £
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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
		2,969,380	2,378,213
Governance costs	7	6,000	7,588
		2,975,380	2,385,801
Analysed by fund			
Unrestricted funds		190,394	175,466
Restricted funds		2,784,986	2,210,335
		2,975,380	2,385,801

7. GOVERNANCE COSTS

		2022 £	2021 £
Audit fees	Governance of charitable activities	6,000	7,588

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
	1,985,494	1,734,888
	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
	76	62

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	344,339	3,195,119	(2,784,986)	(42,782)	711,690

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
	967,358	238,921

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



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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.