

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



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



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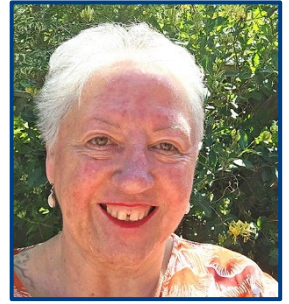


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# Message from the Chair



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  
Head of Business and Compliance  
Head of Service Delivery  
  
Head of Finance

J Anderson  
D Griffiths  
K Best (resigned 31.03.25)  
B McCarthy (appointed 01.05.25)  
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



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.

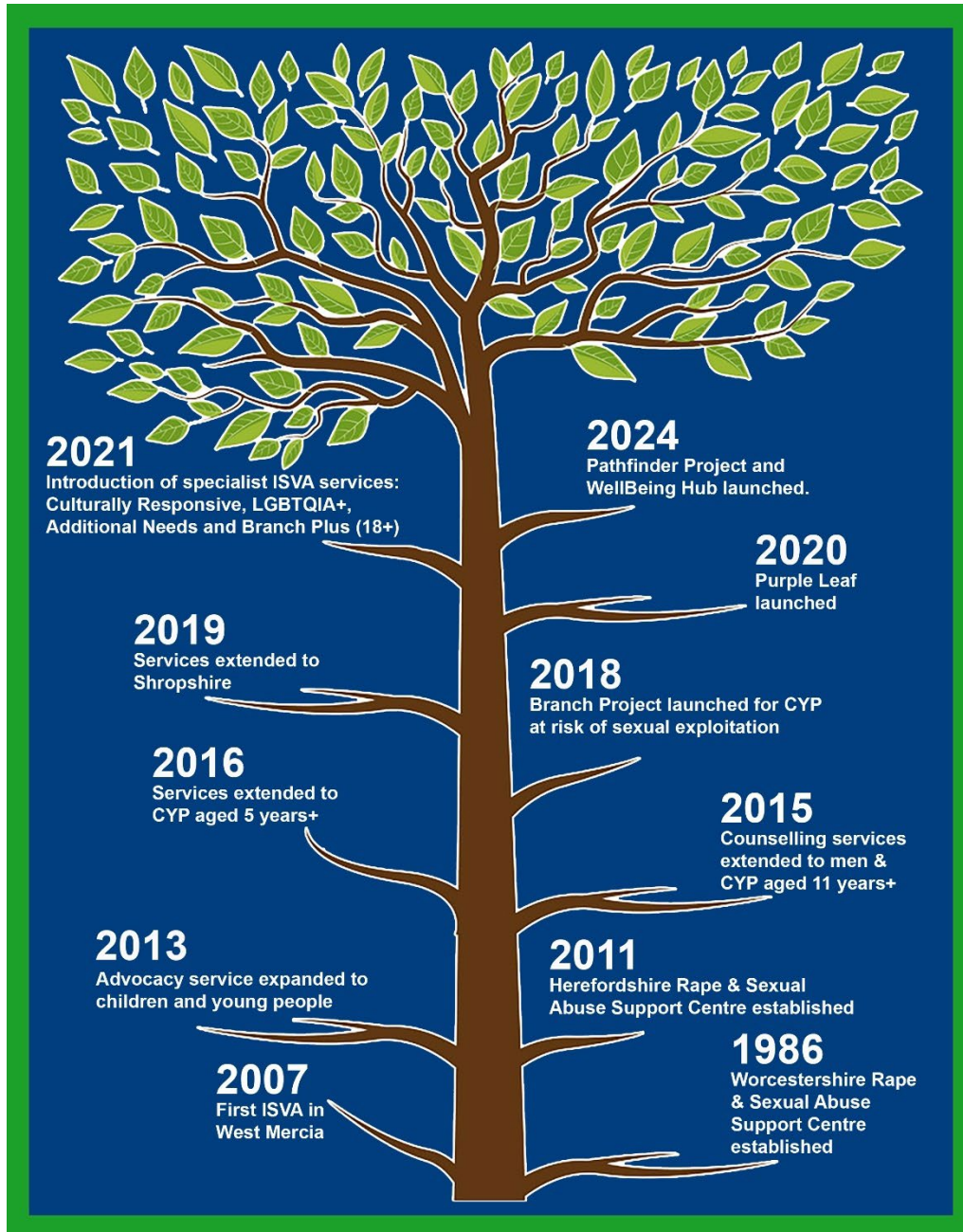
Our work is delivered across three strategic areas:

- **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.



# 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.



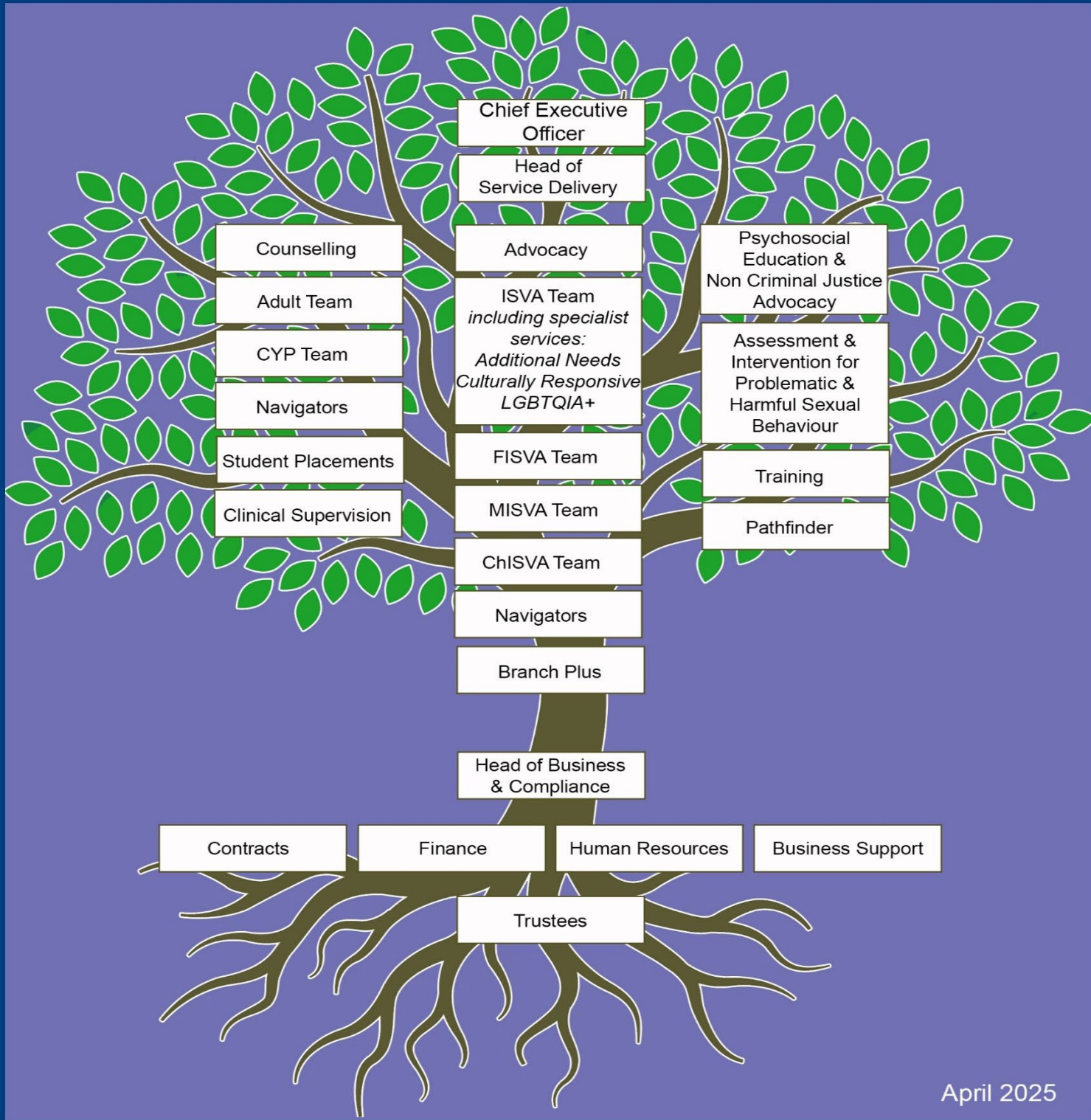
## **Inclusivity**

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.

# 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



# Early Intervention & Prevention



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.

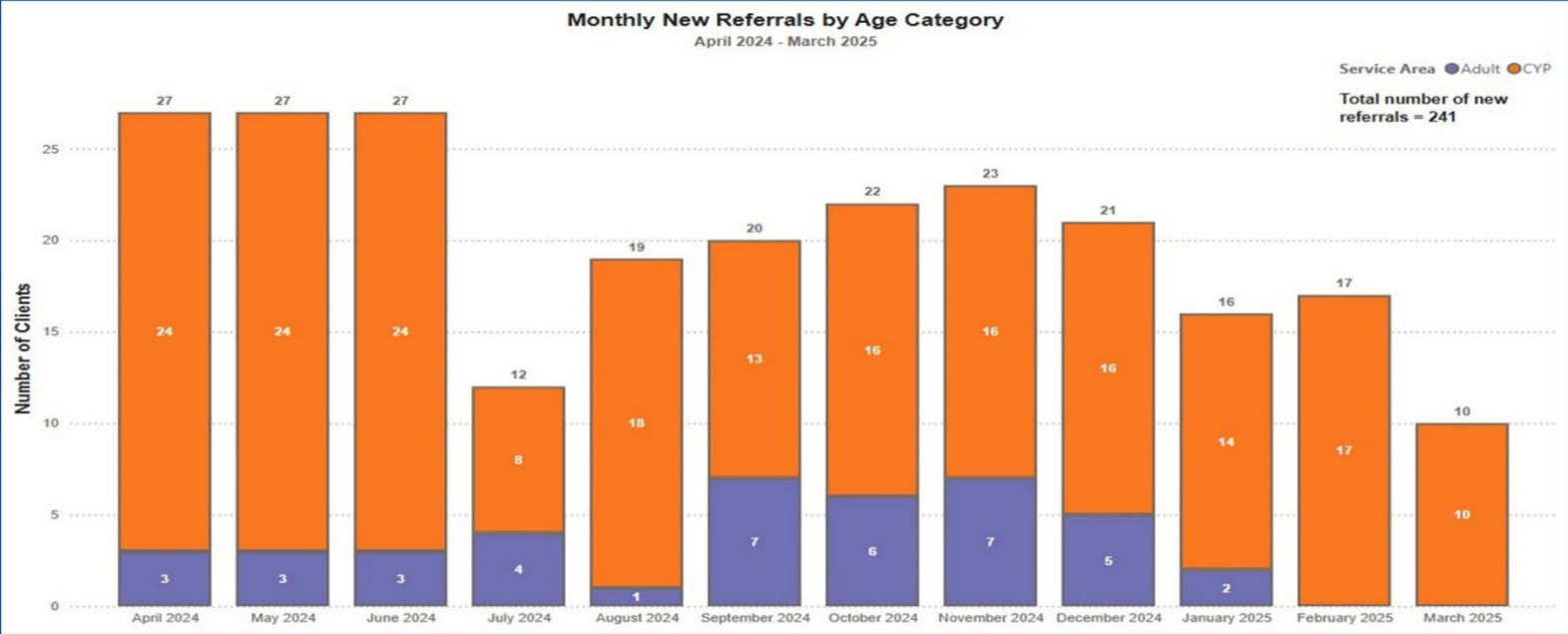
Our work in this area continues to highlight the complexity of cases and the need for nuanced, trauma-informed responses. Many of the young people we support have experienced adverse childhood experiences or trauma themselves, and our approach remains focused on education, boundaries, and emotional regulation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

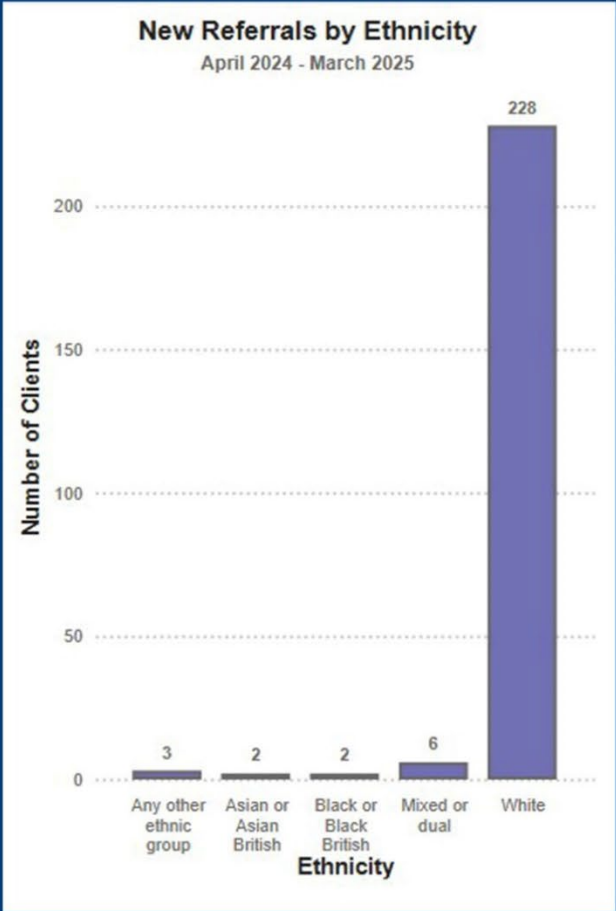
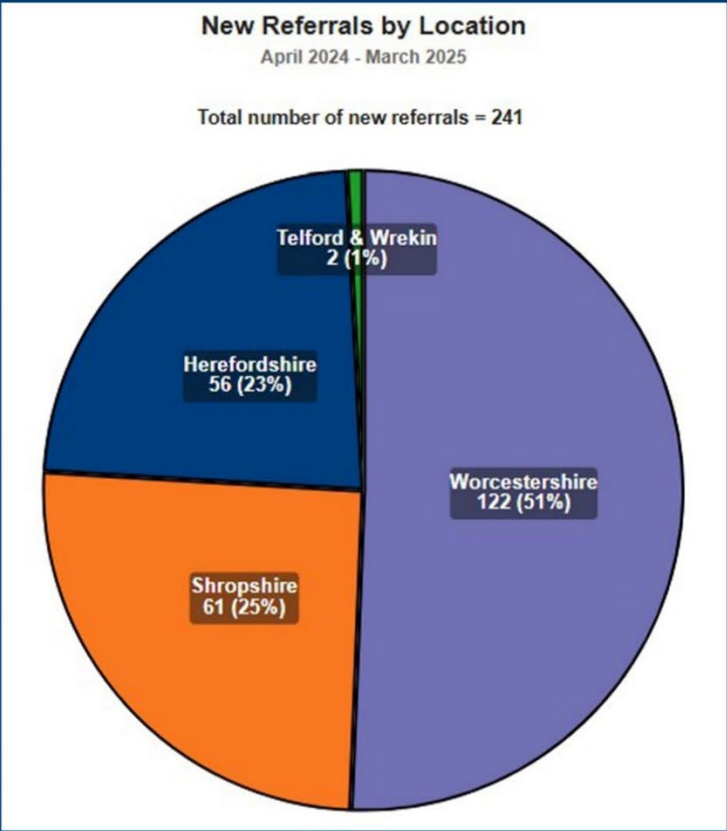
### **Looking Ahead**

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

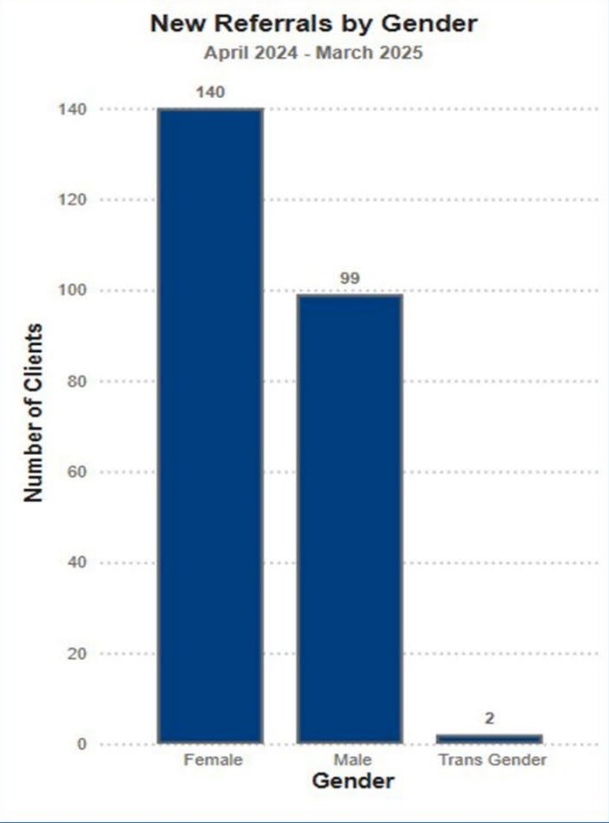


*“You have made me realise my self-worth and you have given me the strength to deal with things maturely and not to give up when things get hard. You helped me feel safe”*  
CYP Client

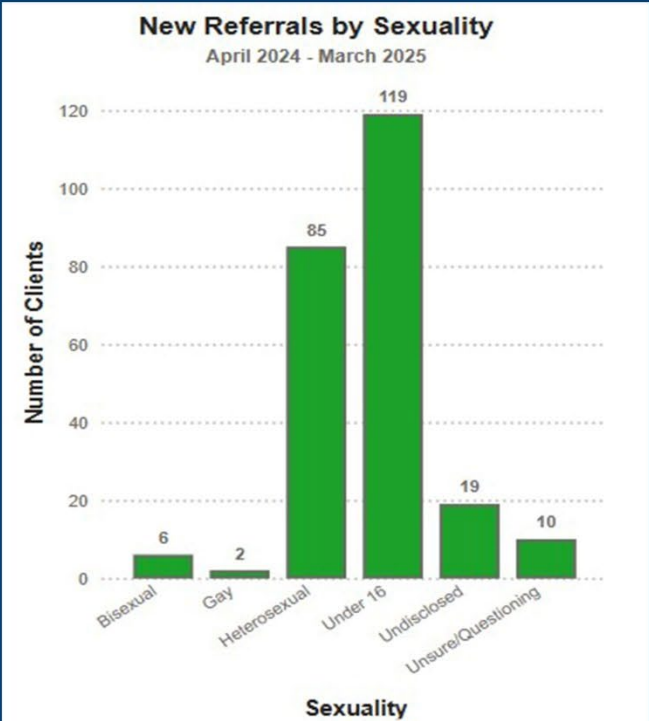


*““I felt seen and heard and I felt validated. I felt like I grew as a person.”*  
CYP Client

# Early Intervention & Prevention Impact

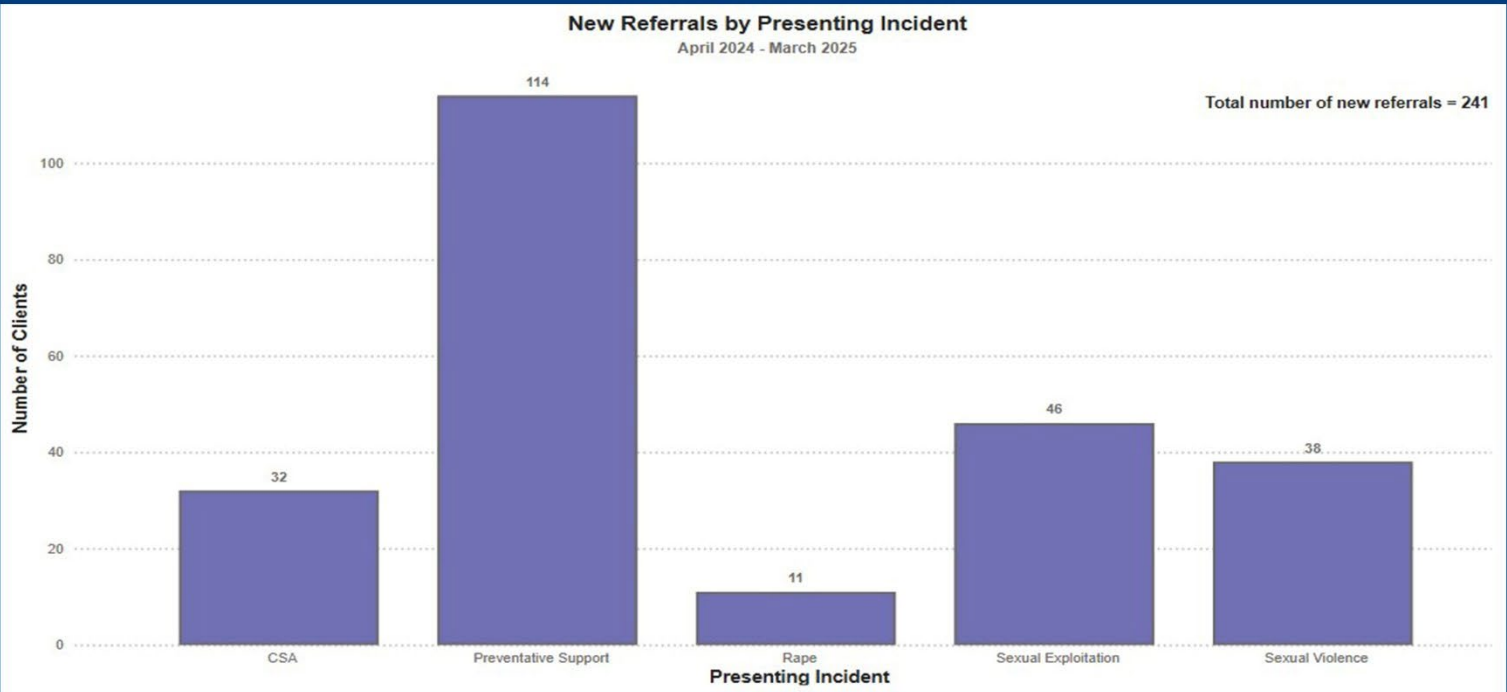


*“Your support has been invaluable. We don’t know what we would have done without you. It’s the best support my daughter has ever had.”*  
Parent of CYP Client



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

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





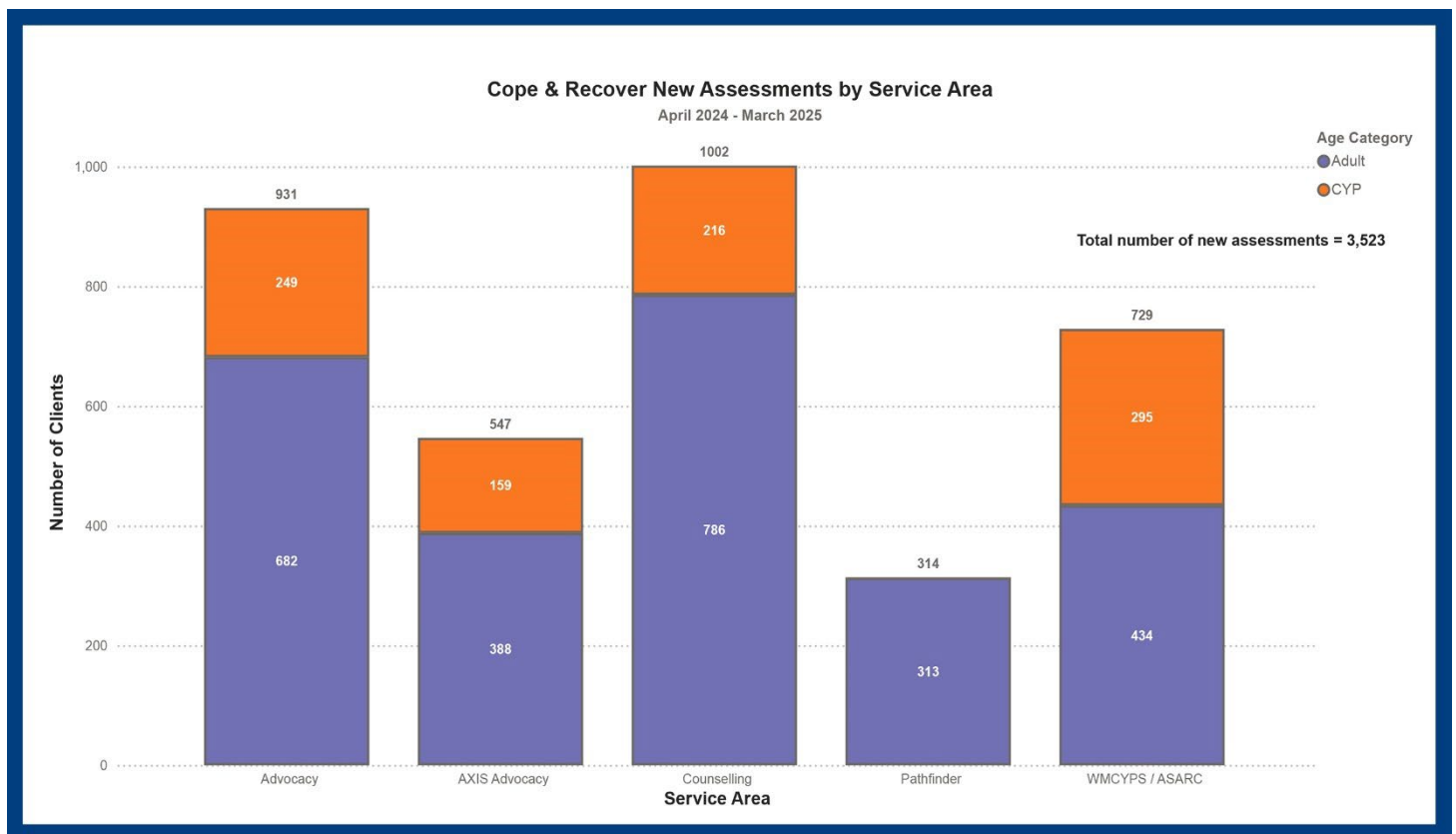
# Cope & Recover



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.

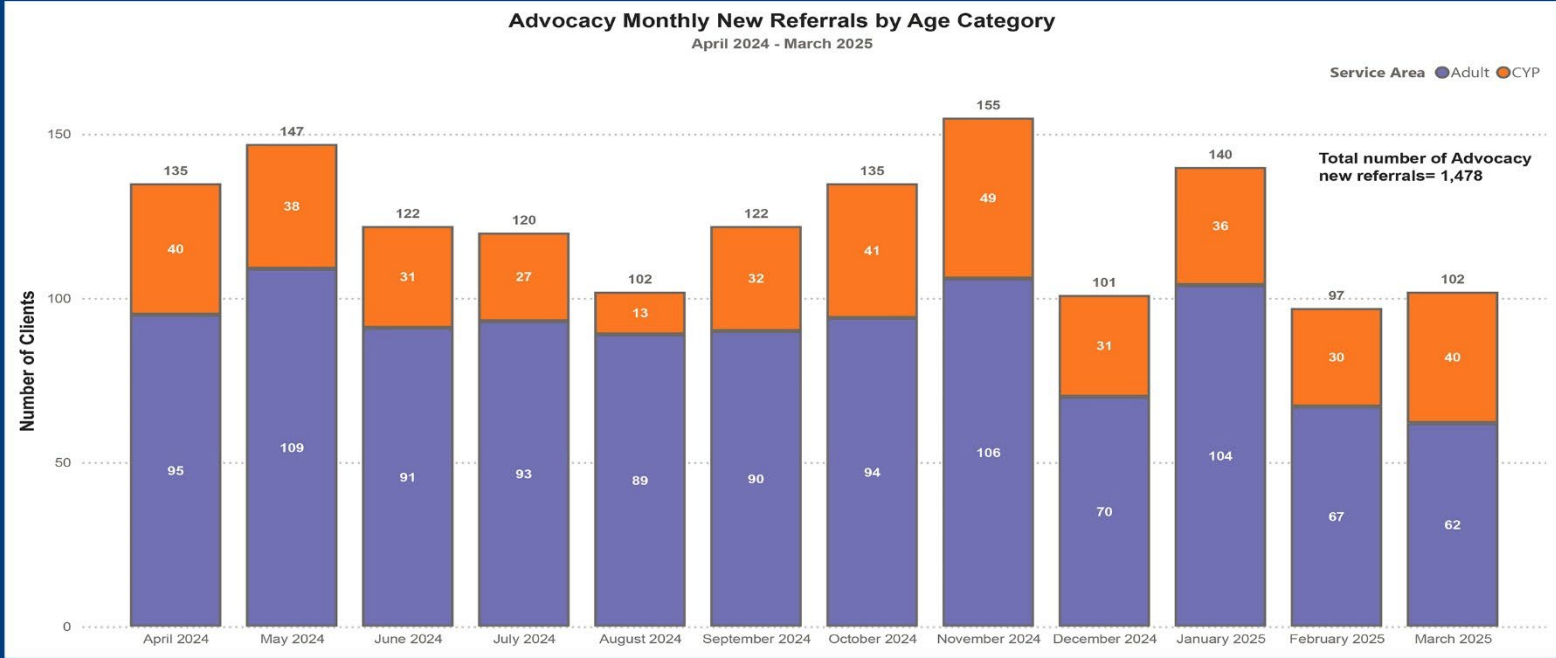
To close the year, WMRSASC clients and staff took part in the Worcestershire Cathedral Christmas Tree Festival, an annual event where local charities, schools, and businesses decorate trees displayed throughout the Cathedral's cloisters. A tree, generously donated by Coddington Christmas Trees, was beautifully 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.



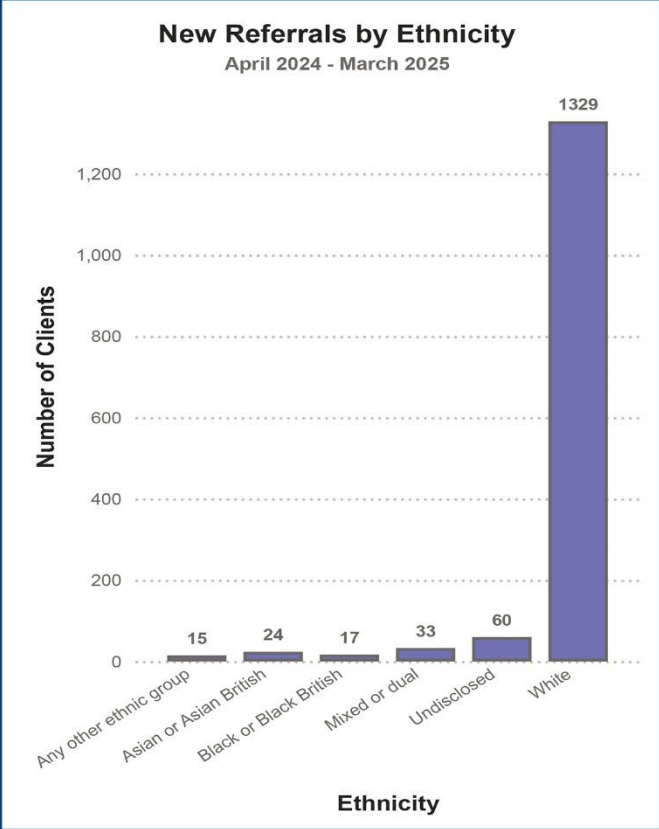
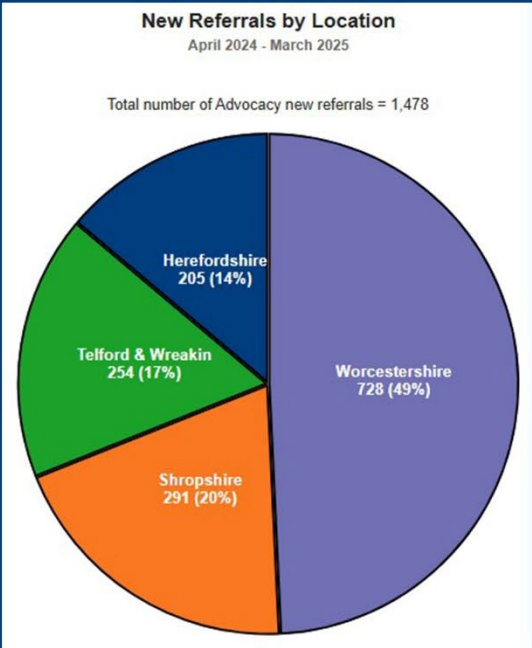
## **Looking Ahead**

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



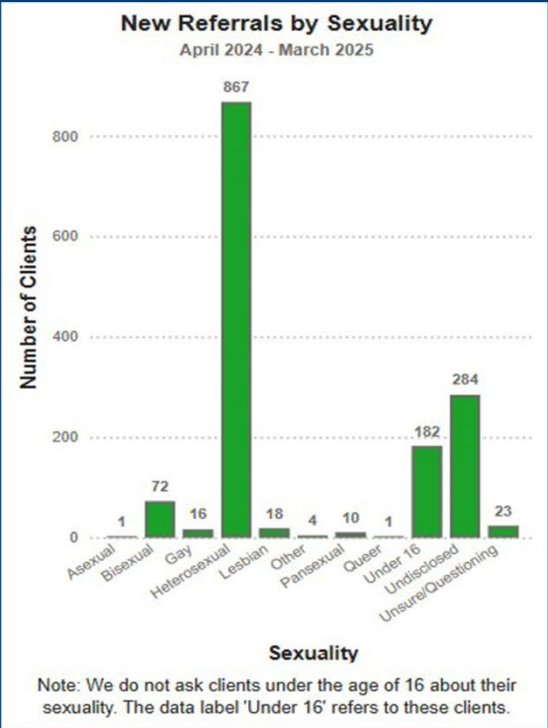
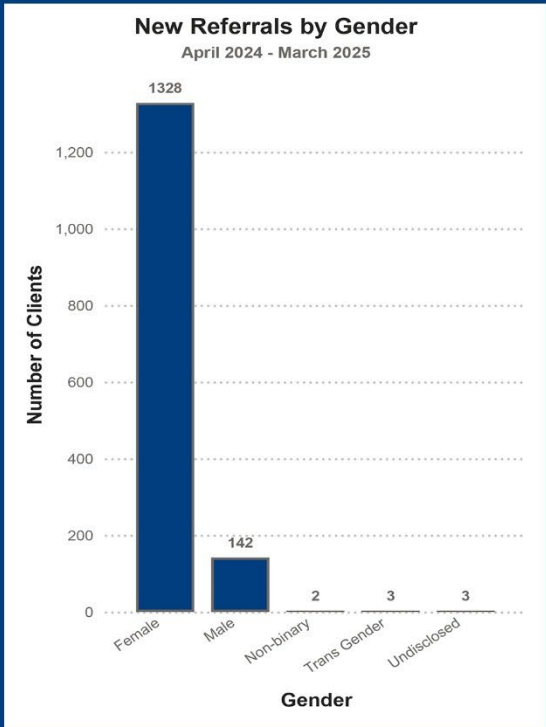
*“My ISVA provided exemplary support and guidance throughout the time she was my caseworker. She was empathic, supportive and very professional.”*  
Advocacy Client

*“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

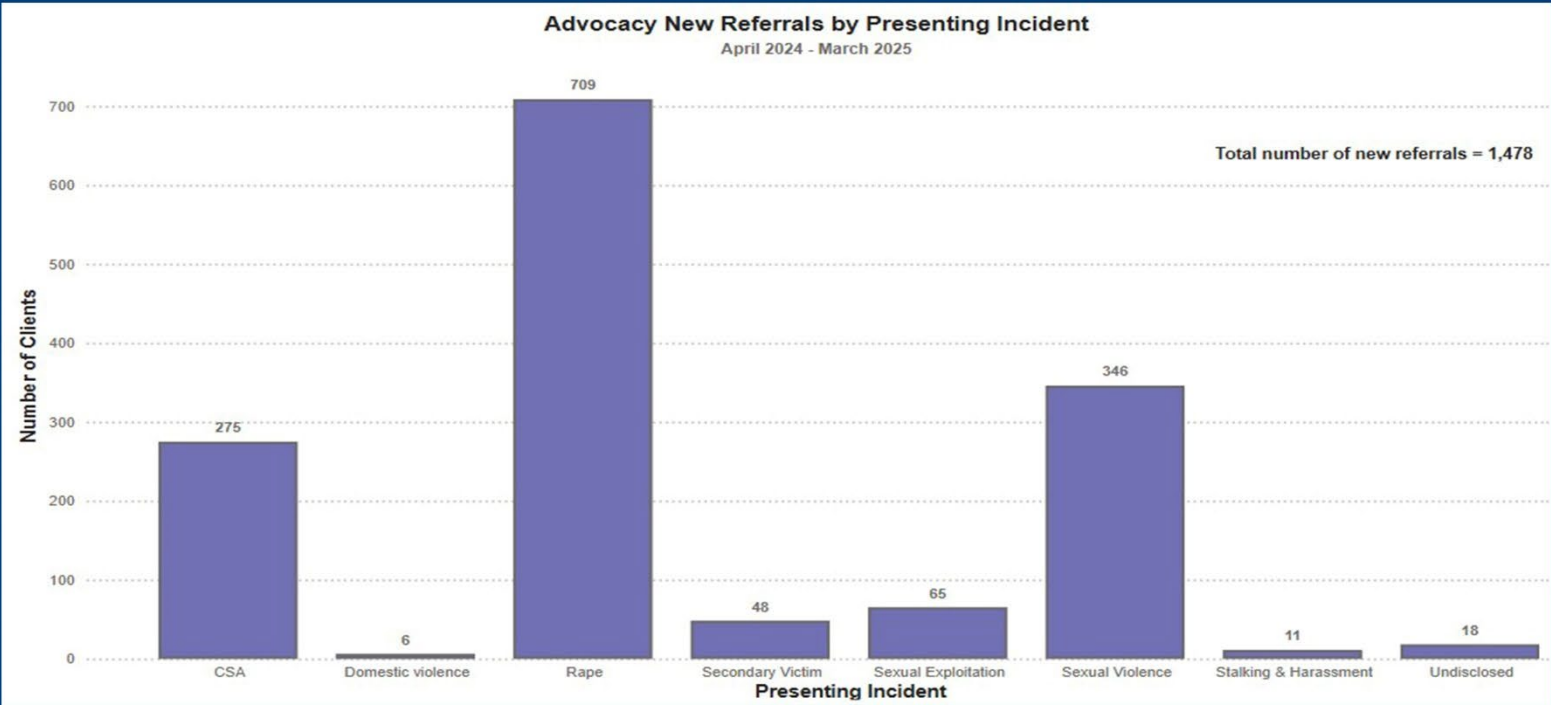


*"I felt believed, listened to and understood."*  
ChISVA Client



*"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





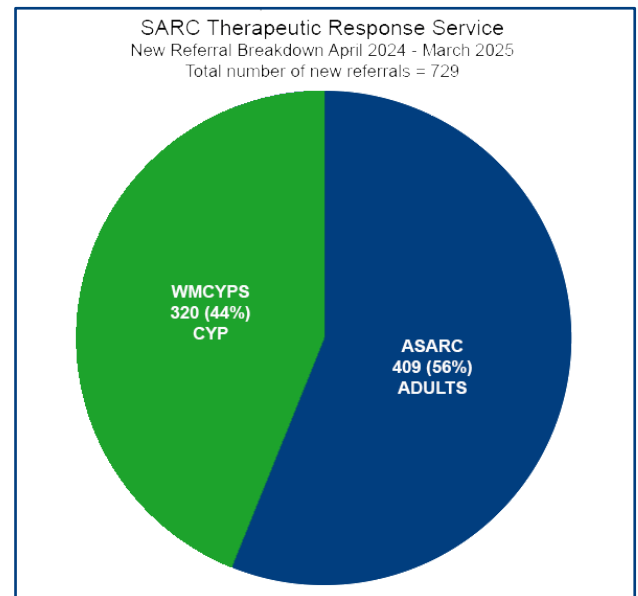
Counselling is a core part of WMRSASC's holistic support offer, providing a safe, trauma-informed space for survivors of sexual violence to begin or continue their recovery. Whether through short-term stabilisation, pre-trial therapy, or longer-term support, our counsellors work relationally and at the 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**

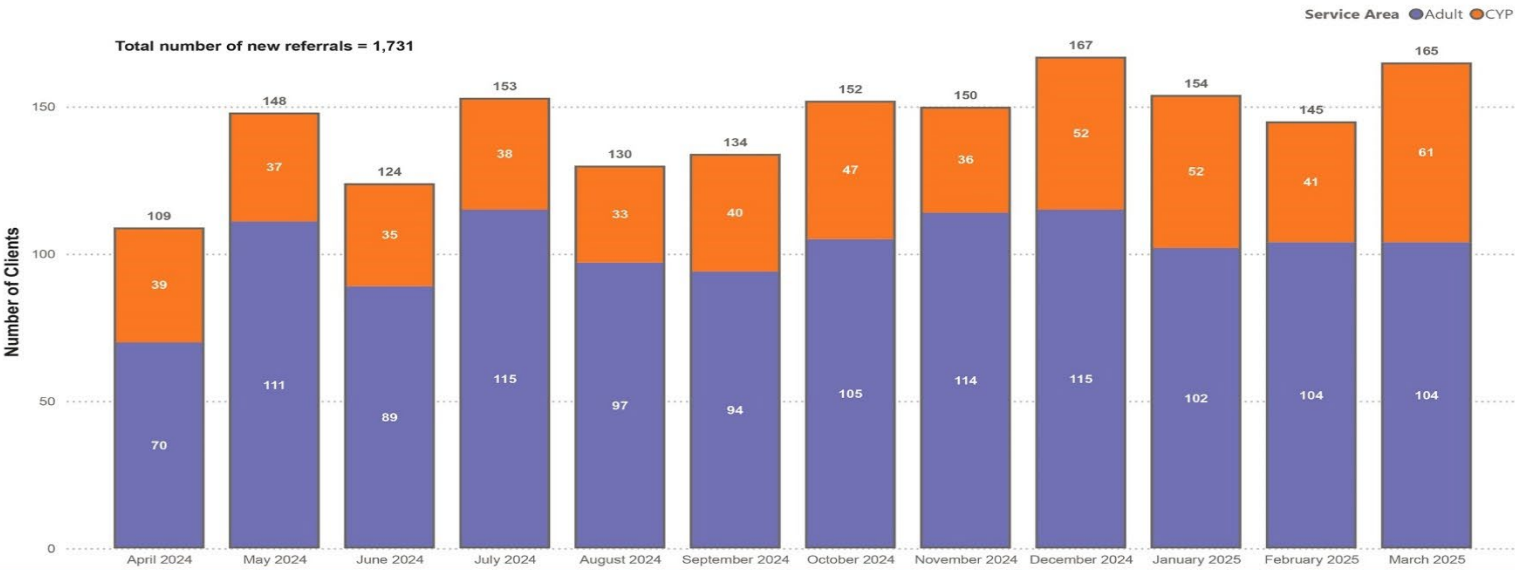
WMRSASC's counselling service remains a vital part of our holistic support for survivors of sexual violence. We acknowledge the challenges posed by high demand and waiting times, and our dedicated team continues to explore ways to manage these within current resources.

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

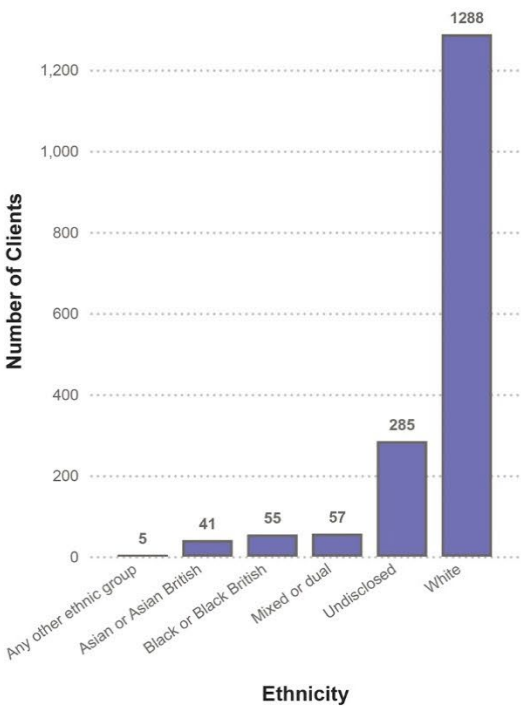


Monthly Counselling New Referrals with Age Category Split  
April 2024 - March 2025



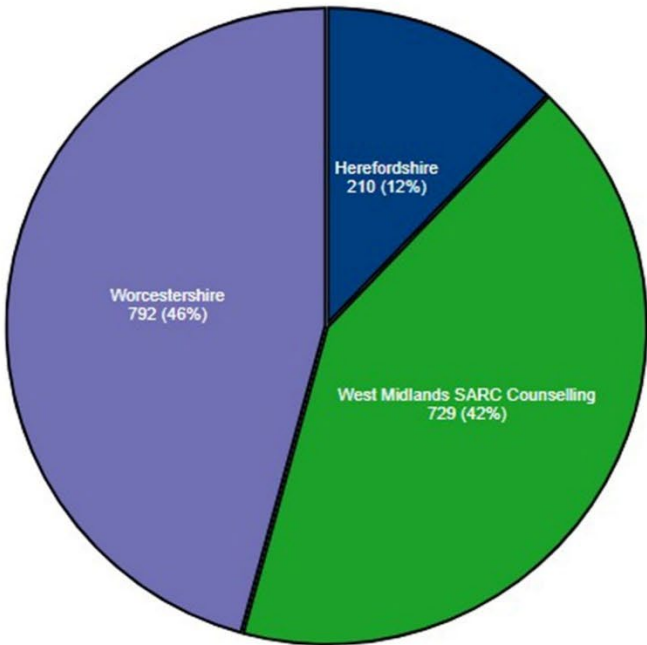
*“My therapist was patient, kind, caring, and offered a gentle companionship as I went where I had to go, and now I can say I am excited for the future.”*  
Counselling Client

New Referrals by Ethnicity  
April 2024 - March 2025



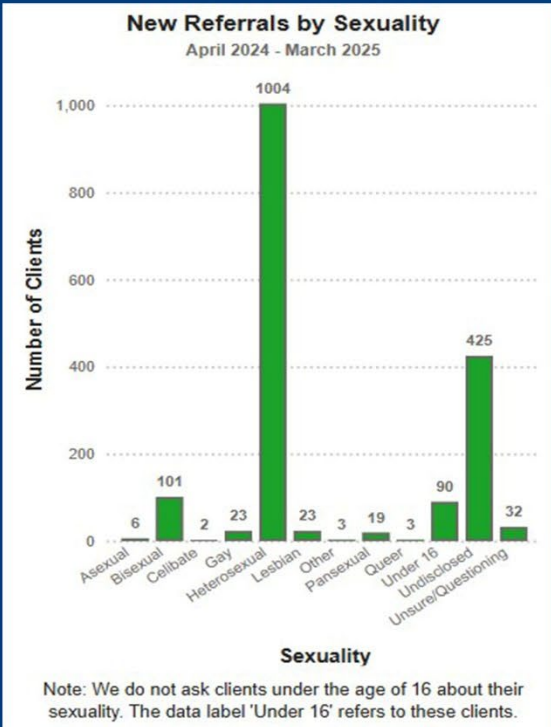
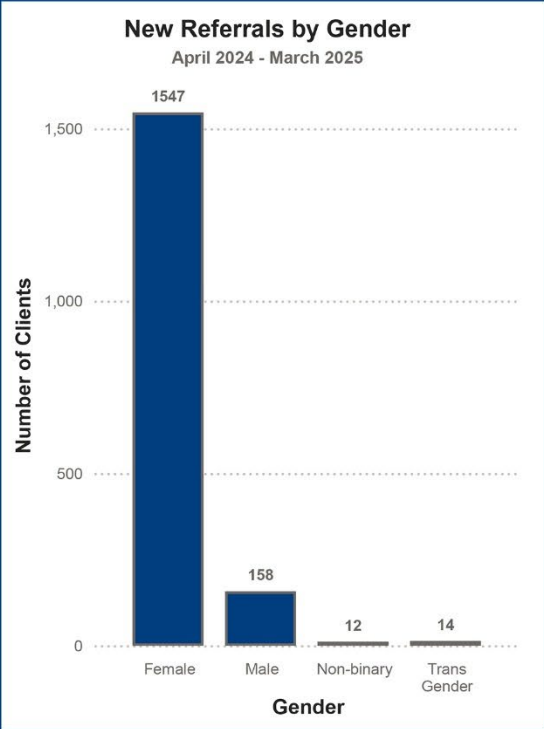
New Referrals by Location  
April 2024 - March 2025

Total number of new referrals = 1,731

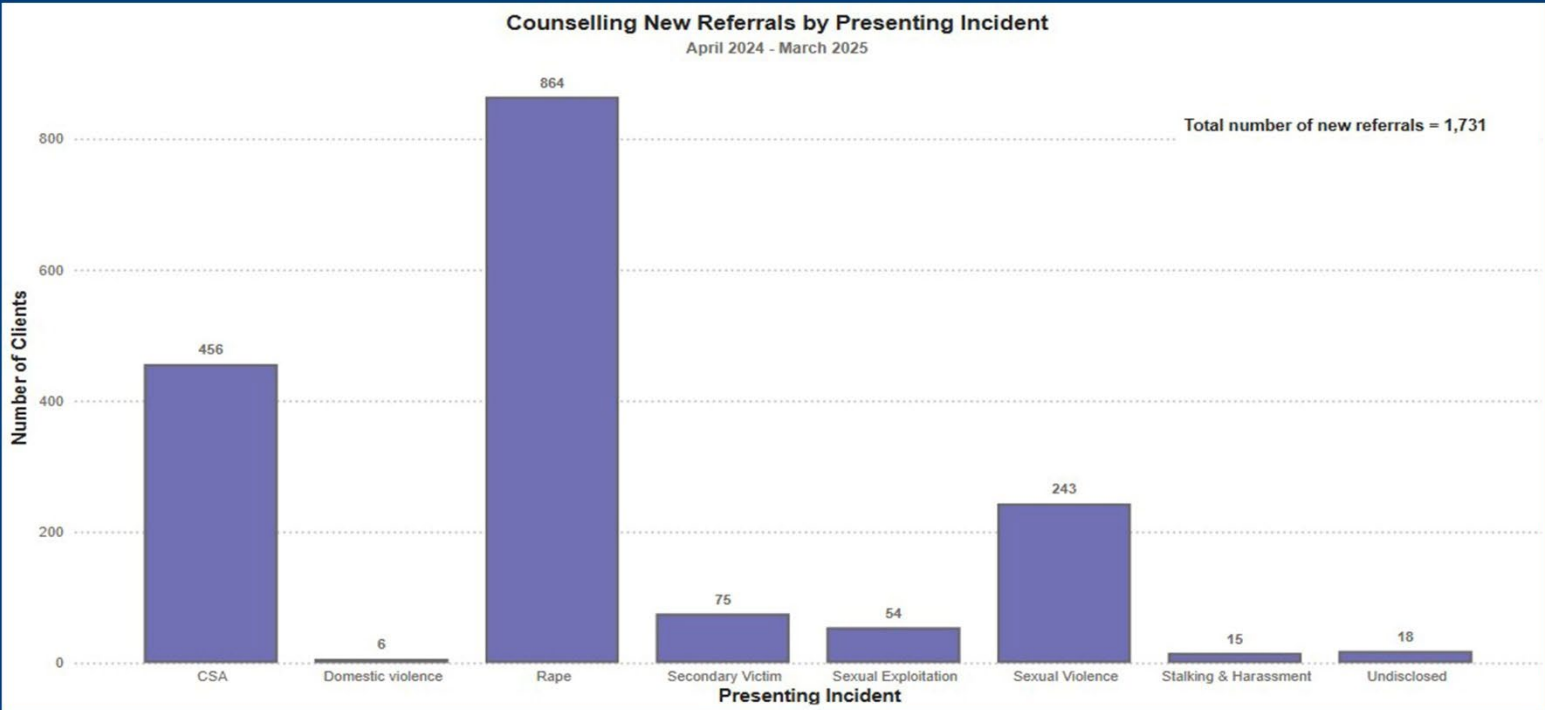


*“The support I was given was life changing. I felt validated, I was treated in a way that allowed me to grow and see myself in different ways.”*  
Counselling Client

# 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.

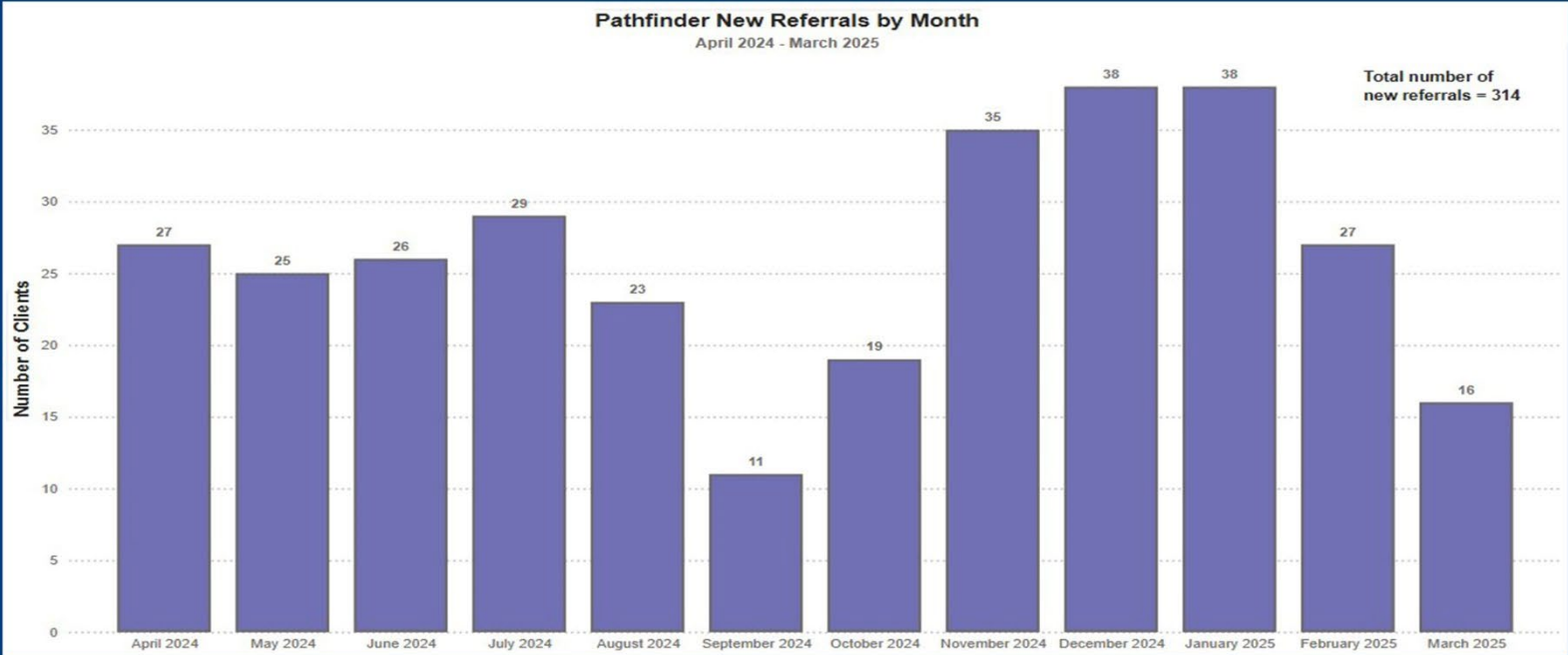
## **Psychologist Assessments and Interventions**

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.

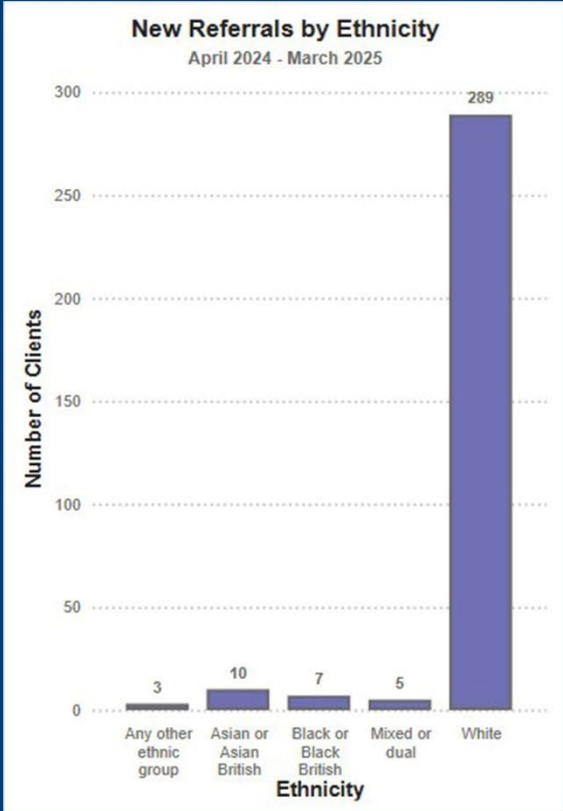
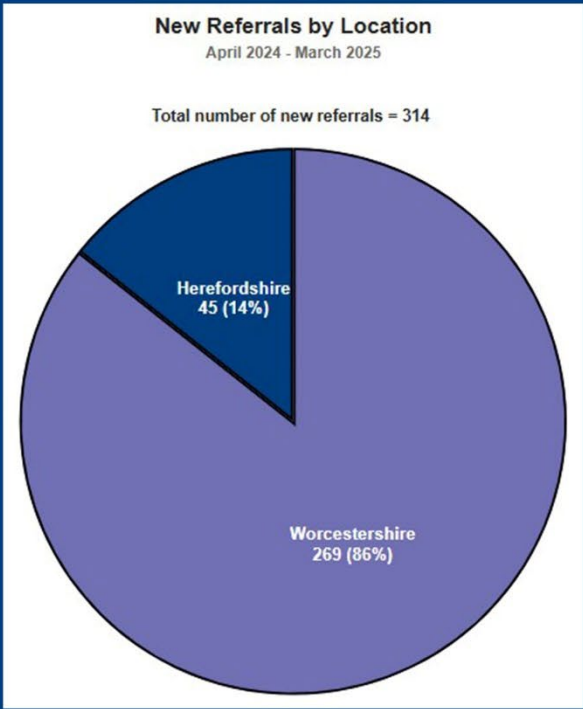
## **Trauma Informed Training for Professionals**

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

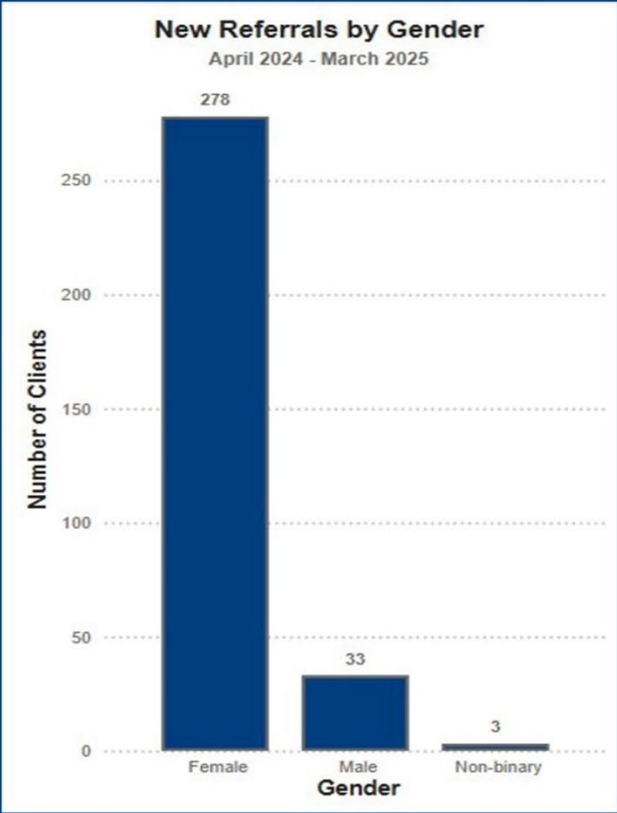


*“The group feels a safe space with no judgements.”*  
Pathfinder Client

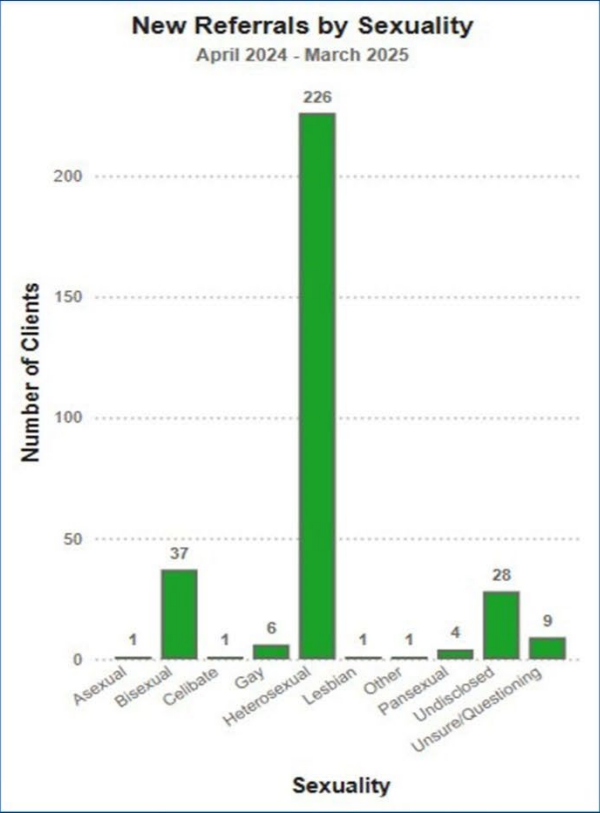


*“No other group has ever felt like this, the staff at WMRSASC listen and take time, this has never happened to me before.”*  
Pathfinder Client

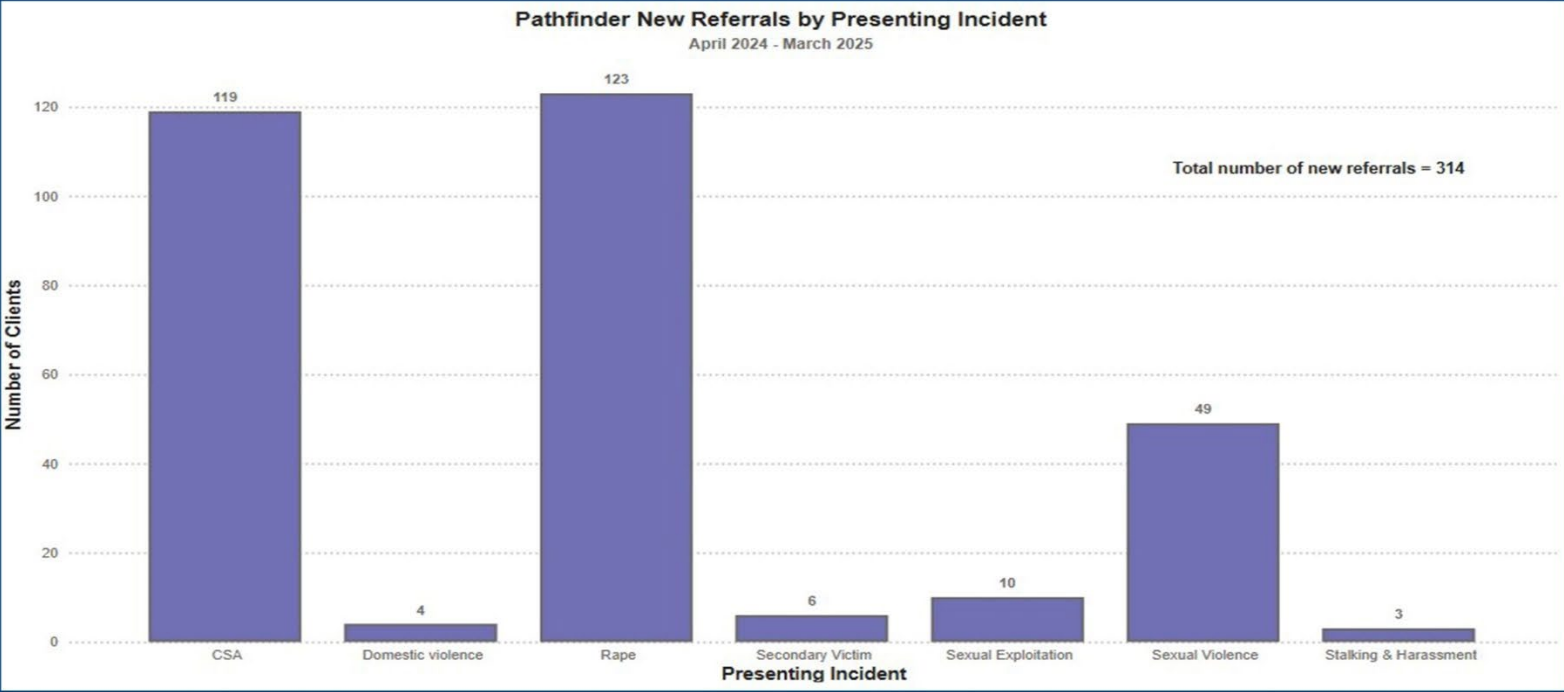
*“The group has allowed me to give myself permission to just stop and put myself first.”*  
Pathfinder Client



*“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



*“Being in the group has made me feel not alone. The group gave me comfort and made me feel safe.”*  
Pathfinder Client





## 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.

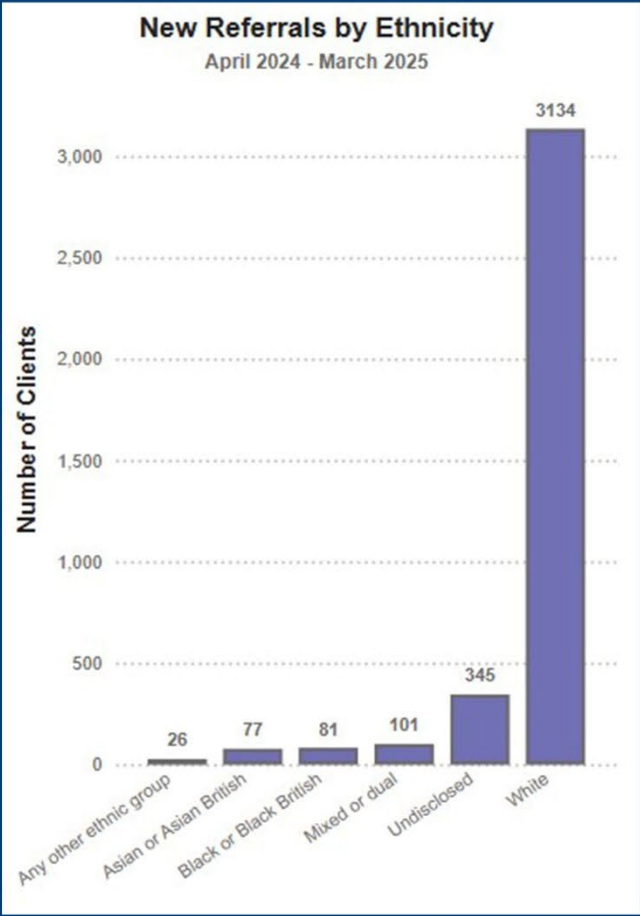
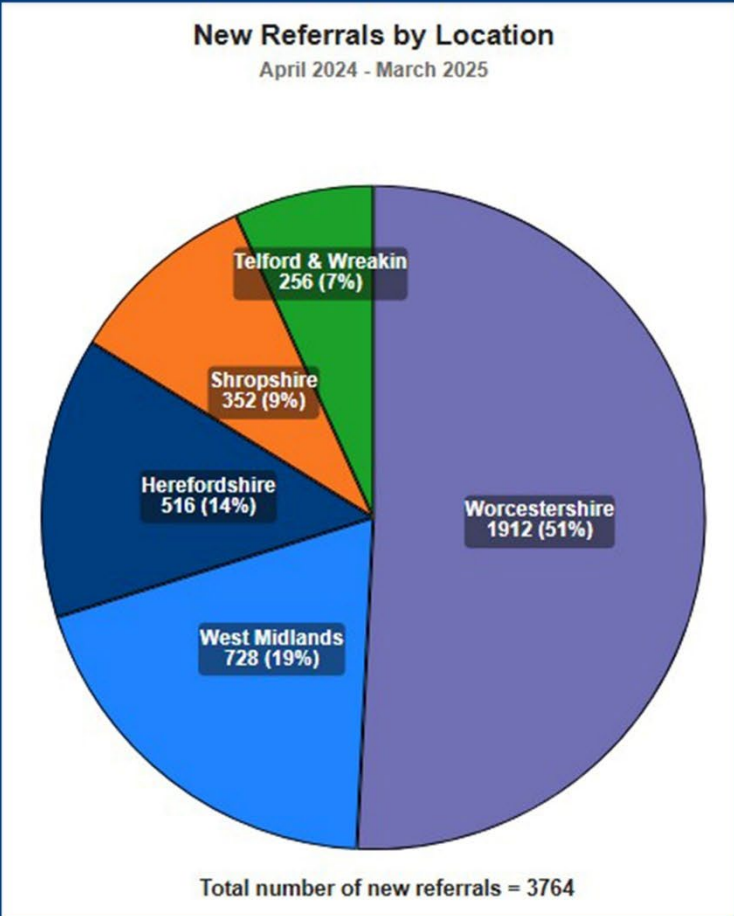
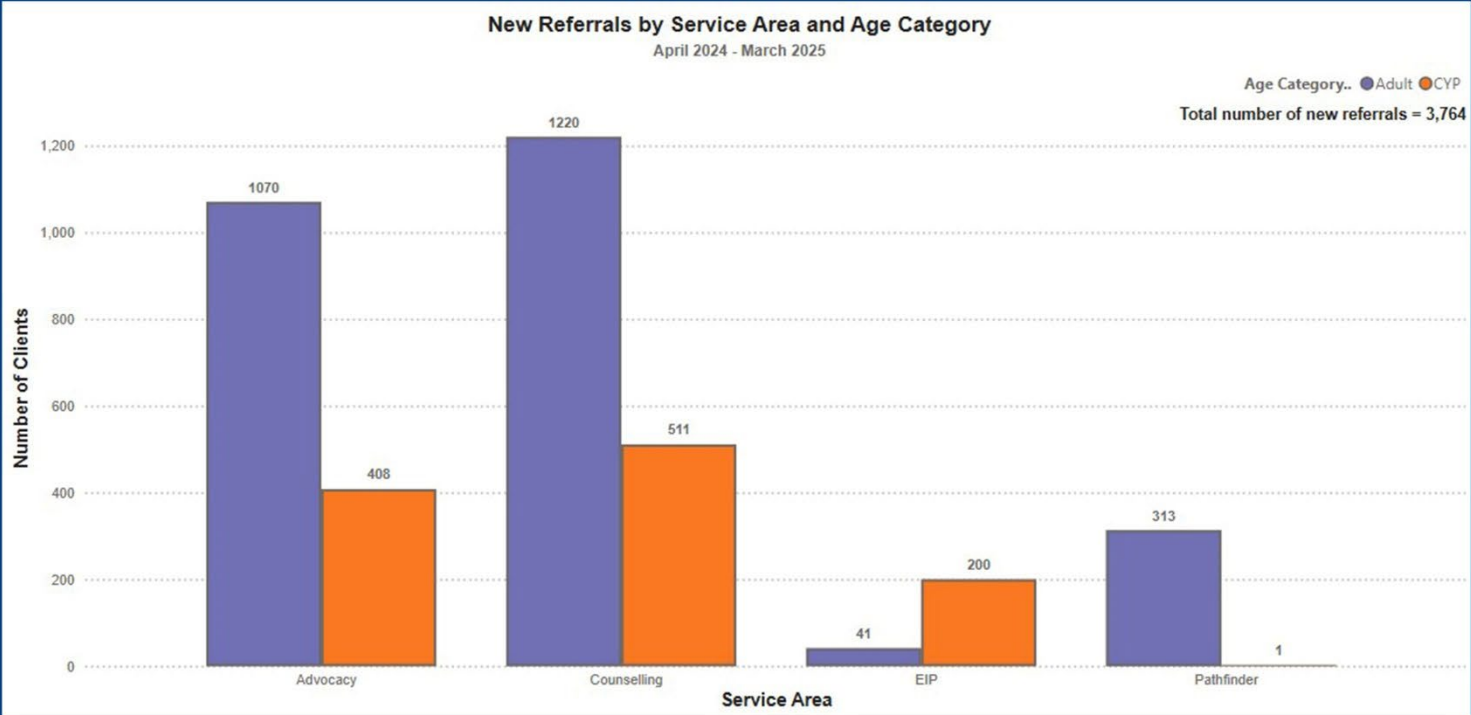
To support this, we will:

- 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

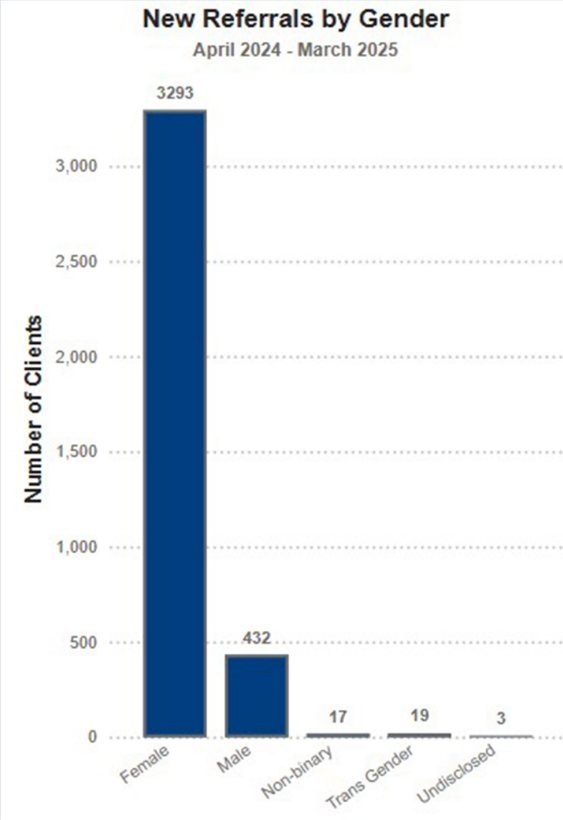
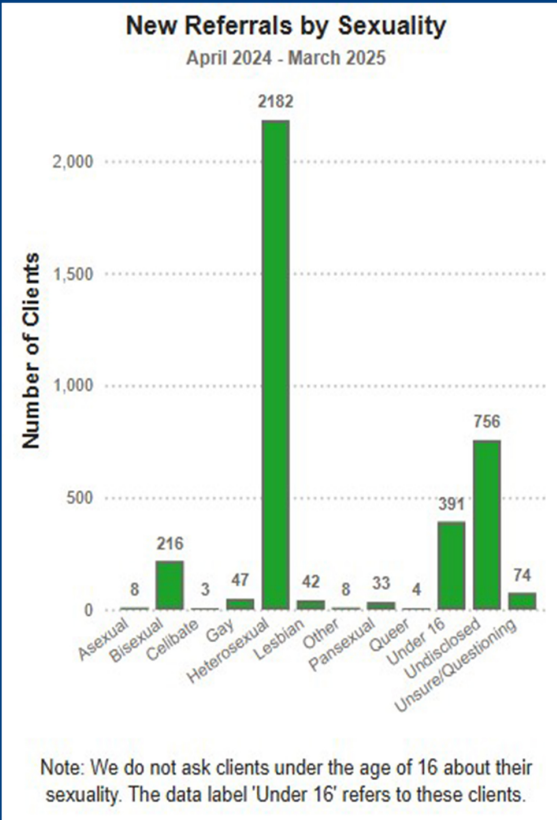
Through these efforts, WMRSASC will continue to empower survivors, challenge societal barriers, and cement its role as a visible, resilient, and valued pillar of support in our region.



# Our Impact



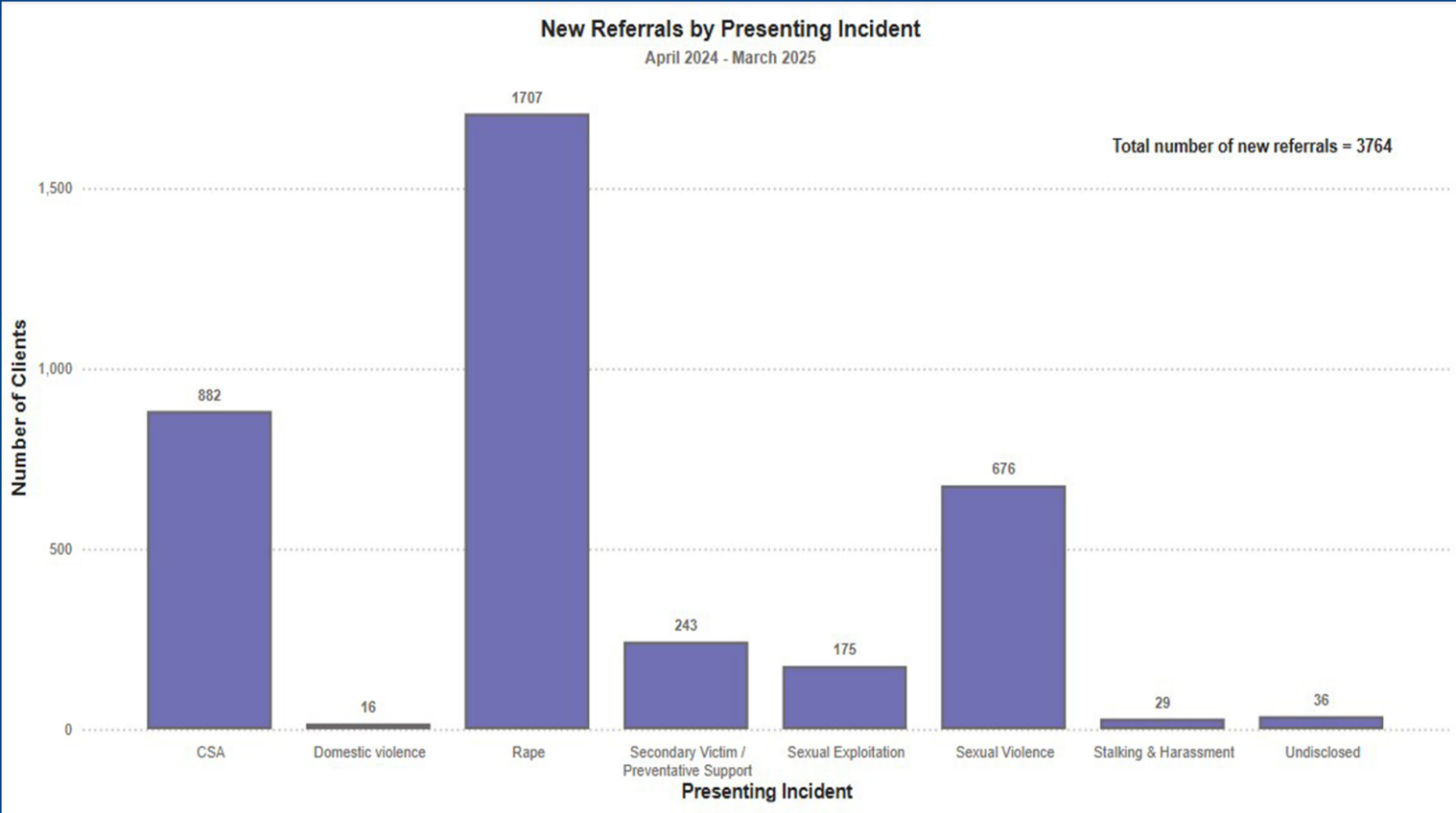
# Our Impact



**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

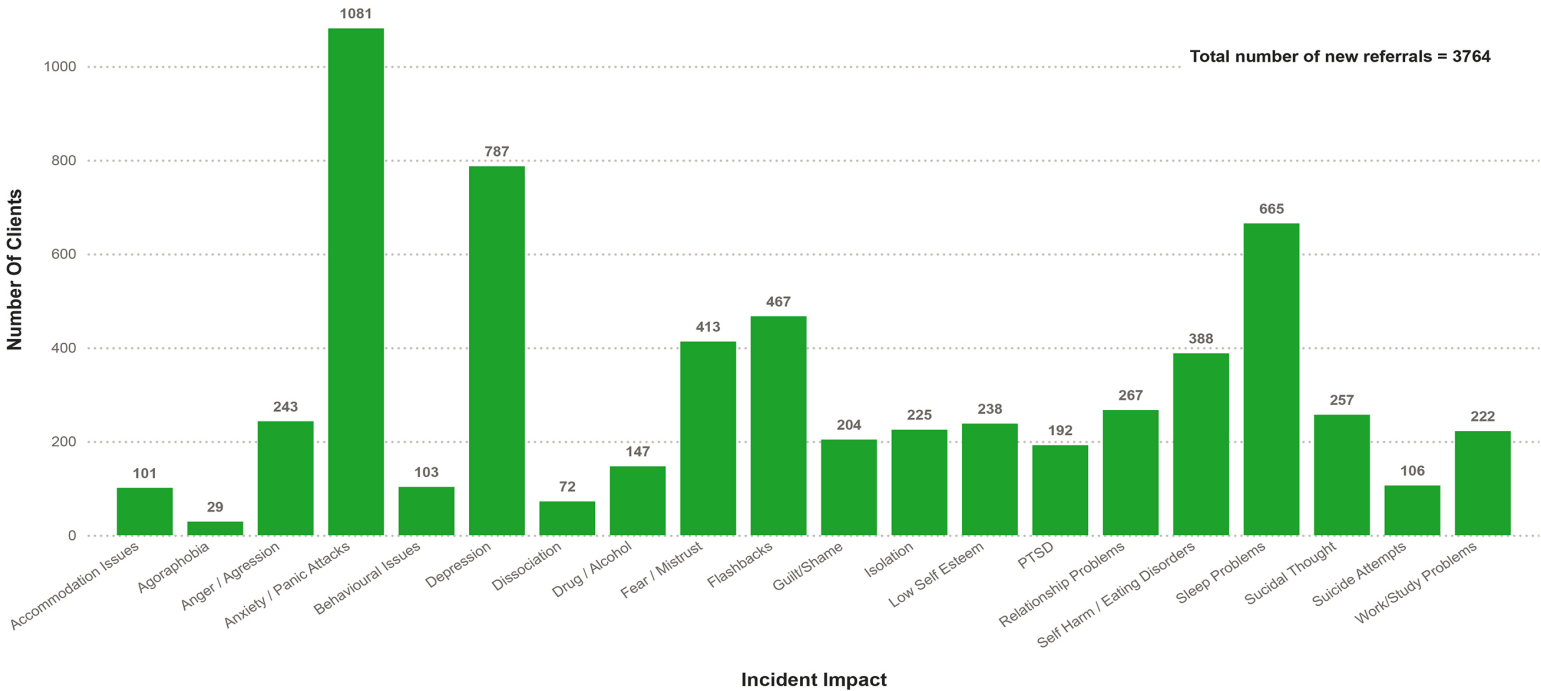




# Our Impact



New Referrals by Incident Impact  
April 2024 - March 2025



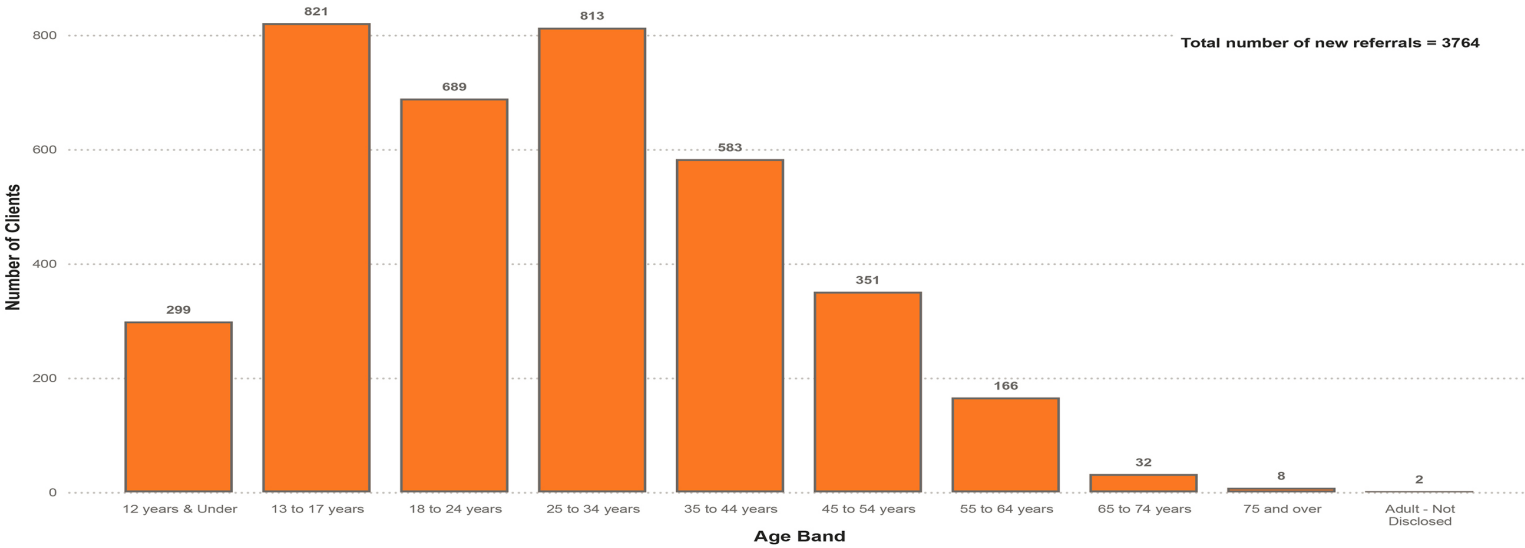
**17%**  
of all new referrals  
have used our  
services before

**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 read 'E D Needham', located below the list of responsibilities.

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-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: 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	
		<b>1,855,307</b>		<b>1,912,600</b>	
<b>CREDITORS</b> : amounts falling due within one year	13	<b>(266,519)</b>		<b>(298,929)</b>	
<b>NET CURRENT ASSETS</b>			<b>1,588,788</b>		<b>1,613,671</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>1,588,788</b>		<b>1,613,671</b>
<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>		<b>1,613,671</b>

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

# Notes to the Financial Statements

For the year ended 31st March 2025



## 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.



# Notes to the Financial Statements

For the year ended 31st March 2025



## 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	<b>811,733</b>	<b>2,589,497</b>	<b>3,401,230</b>	563,597	2,706,343	3,269,940

	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	-
	<b>588,574</b>	<b>734,573</b>

## 5. INVESTMENTS

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

# 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>



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
	2,495,808	2,551,585

	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
	95	94

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.



# Note to the Financial Statements

## For the year ended 31st March 2025



### 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)	<b>1,076,972</b>	<b>520,499</b>	<b>16,200</b>	<b>1,613,671</b>

### 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>	<b>51,324</b>

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.**