EQUATION NOTTINGHAMSHIRE

England & Wales · Charity number 1140240

Details

Other names	NOTTINGHAMSHIRE DOMESTIC VIOLENCE FORUM
Status	Registered
Legal form	Charitable company
Company number	04517544
Registered	2011-02-07
Register	View on the Charity Commission register

Contact

Address	Equation Pinnacle House Indoor Bowls Centre Beechdale Road Nottingham NG8 3FH
Phone	01159623237
Email	finance@equation.org.uk
Website	www.equation.org.uk

Activities

Objects: 62.1 TO PROMOTE FOR THE PUBLIC BENEFIT THE PROVISION OF SERVICES DIRECTED TOWARD THEPREVENTION OF DOMESTIC VIOLENCE AND THE RELIEF AND SUPPORT OF PERSONS WHOHAVE BEEN OR ARE AFFECTED BY DOMESTIC AND SEXUAL VIOLENCE IN NOTTINGHAMSHIREIN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF TRAINING, WORKSHOPS,SEMINARS AND INFORMATION; AND62.2. TO ADVANCE THE EDUCATION OF VOLUNTARY AND STATUTORY AGENCIES, PROFESSIONALSAND THE PUBLIC AT LARGE IN ALL ASPECTS OF DOMESTIC AND SEXUAL VIOLENCE, ITSCAUSES AND PREVENTION.

Activities: Our activities aim to challenge, prevent and reduce domestic and sexual abuse by increasing awareness; developing, promoting and implementing early interventions; and strengthening inter-agency work, mostly, but not restricted to, the Nottingham and Nottinghamshire areas.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** Education/training, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NOTTINGHAMSHIRE
- Nottingham City
- Nottinghamshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,494,020	£1,403,777	£886,089	37
2024-03-31	£1,355,122	£1,210,180	£795,846	36
2023-03-31	£1,194,345	£1,072,171	£650,904	32
2022-03-31	£995,163	£838,983	£528,730	29
2021-03-31	£673,449	£613,637	£372,550	22

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EQUATION NOTTINGHAMSHIRE

England & Wales - Charity number 1140240

Accounts

Company registration number: 4517544

Charity registration number: 1140240

Equation Nottinghamshire

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Equation Nottinghamshire

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Equation Nottinghamshire

Reference and Administrative Details

Trustees	Jacqui Blakemore, Co-chair
	Raina Mason, Co-chair
	Tim Sorrell, Secretary
	Alexandra Joseph
	Vinita Gupta
	Greg Gillespie
	James Coates
	Lucy Pickering
	Tracy Newton-Blows
Senior Management Team	Anthea Tainton, CEO
	Callum Buntrock, Head of Service - Perpetrators
	Rachel Daley, Head of Service - Survivors
	Vanessa Dixon, Head of Service - Children & Young People
	Kerry Sullivan, Head of Service - Training
	Marie Bower, until 31/01/2025, Head of Service - Survivors & Perpetrators
Charity Registration Number	1140240
Company Registration Number	4517544
Registered Office	Castle Cavendish Works Dorking Road NOTTINGHAM NG7 5PN
Auditor	
	Rogers Spencer Chartered Accountants Newstead House Pelham Road Nottingham NG5 1AP

Equation Nottinghamshire

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Jacqui Blakemore, Co-chair
	Raina Mason, Co-chair
	Tim Sorrell, Secretary
	Alexandra Joseph
	Vinita Gupta (appointed 7 April 2025)
	Greg Gillespie (appointed 29 January 2025)
	James Coates (appointed 22 November 2024)
	Lucy Pickering (appointed 29 January 2025)
	Tracy Newton-Blows (appointed 27 May 2024)
	Jayne Forbes (resigned 30 June 2025)
	Emily Bairstow (resigned 17 March 2025)
	Alice Cross (resigned 17 April 2025)
	David Igoche (resigned 1 January 2025)

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 22 August 2002 and most recently amended November 2023. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

Equation Nottinghamshire

Trustees' Report

Objectives and activities

Objects and aims

• Develop and promote the use of locally and nationally recognised standards of best practice in all areas of work concerning domestic abuse and sexual violence by raising awareness and educating people about equal and healthy relationships;

• Advance the education of the public, and professionals dealing with the public, in the subject of prevention of domestic abuse and the importance of early intervention though training, workshops, seminars, projects and other events;

• Ensure, for the benefit of the public, domestic abuse and sexual violence issues are given a high profile primarily in Nottingham, Nottinghamshire, then throughout the UK, and beyond;

• For the public benefit, to provide a resource centre of information about domestic abuse and sexual violence for both professionals in contact with the public in primarily Nottingham, Nottinghamshire, then throughout the UK, and beyond by producing and disseminating information via internet services, posters, leaflets, and other methods;

• Promote multi-agency and partnership work to develop or improve policies, strategies, and service delivery in relation to domestic abuse and sexual violence;

• Work with the whole community to reduce the impact of domestic abuse, sexual violence, and gender inequality;

• Ensure survivors get the most effective support to create space for action: we facilitate a coordinated approach across the sector and provide practical tools and guidance to support survivors;

• Provide services that support survivors of domestic and sexual violence with the aim of reducing the impact of domestic abuse to their families and partner/s.

Objectives, strategies and activities

• Deliver healthy relationships and domestic abuse awareness education to children and young people
• Deliver awareness raising training to professionals working with survivors of domestic abuse to increase their capacity to recognise and respond to domestic abuse
• Deliver support services to male and LGBTQ+ victims of domestic abuse
• Deliver Behaviour Change programmes to offenders and perpetrators of domestic absue
• Deliver awareness raising public campaigns to improve understanding of domestic abuse and sexual violence
• Promote gender equality.

Public benefit

• We improve public health outcomes
• We reduce the cost of domestic abuse by preventing before it occurs
• We increase access to support for victims
• We decrease the need for services and a criminal justice response
• We decrease repeat victimisation.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Equation Nottinghamshire

Trustees' Report

Achievements and performance

- Increased services for Male and LGBTQ+ survivors of domestic abuse including new peer to peer support group and additional Helpline staff
- Increased reach of children and young people's healthy relationships education across Nottingham City and County with an investment of funding from the Office of the Police Crime Commissioner
- Embedded perpetrator services across the City and County including launching Project CARA, an Out of Court Disposal intervention for first time, low risk offenders of domestic abuse
- Delivered new training courses, resources and information focussed on domestic abuse within marginalised communities such as Rural areas, Black and Minoritised Women and Health Settings
- Funding for the development of a new Bystander Campaign called Who's Your Mate, designed to engage young men in safely feeling confident to challenge misogyny within their friendships
- An overhaul of the charities finance function to be streamlined, efficient and ensure accountability
- Growth of the Trustee Board to have diverse members with different skill sets and experience.

Equation Nottinghamshire

Trustees' Report

Financial review

Financially the charity continues to successfully run on a combination of income from local government funding, trust and grants alongside income generation, to deliver specialist services and intervention to reduce the impact of domestic abuse and sexual violence.

We would like to thank all our supporters and partners who financially supported the organisation and our service users during the year be that through contracts, small grants or donations. Your generosity, partnership and commitment to the charity and its service users has been vital in helping us pursue our aims and missions. Whilst we aim for full-cost recovery from our projects this isn't always possible so income generation and donations really are crucial to helping us to continue to deliver all our services.

In particular we would like to thank

- Our staff, trustees, partners and volunteers for their dedications and hard work which have shaped our yearly efforts and outcomes
- Our individual donors whose contributions big and small have all helped us support men and LGBTQ+ survivors, people wanting to change their abusive behaviours plus to reach a large number of children, young people and professionals with our prevention, training and education.
- All the funders who provide income for our direct charitable activities which are detailed within the accounts.

This has been another challenging year in the financial environment for many charities within our sector including ourselves. Faced with funding ending, higher competition for available tenders and funding coupled with the cost of living and National Insurances increasing, maintaining a balance book for the year was a challenge but with the hard work behind the scenes we were able to maximise on opportunities which arose in 2024-25 and end the year with a surplus.

We successfully secured existing contracts and obtained additional funding to extend service delivery into new areas which demonstrates the confidence funders have in our viability as an organisation and ability to deliver high quality services.
Whilst restricted funding has allowed us to successfully deliver front line services, we have directed designated and unrestricted funds to fund our core services and costs which are becoming increasingly difficult to directly fund but are vital to the running of the organisation.

The trustees are encouraged by the financial performance of the charity during this year especially as the beginning of the year significant funds were due to end or did end.
The financial statement as set out on page 12 shows the balance of reserves at 31 March 2025 was £886,089 made up of £121,509 restricted funds and £764,580 of unrestricted reserves including £610,545 designated reserves for future costs of maintaining the current services and funds carried forward for activities not yet completed and £12,674 fixed assets.

Policy on reserves

As at 31st March 2025 we held £154,035 in free cash reserves.

The Board of Trustees reviewed the reserve policy and confirmed that unrestricted funds should equate to no less than 3 months running costs for the organisation. They also strongly support the use of unrestricted reserves over the next few years in supporting vital service development. The remaining reserves level as of 31st March 2025 is felt to be enough to allow sustainability of the organisation plus enable capacity for growth and development.

Plans for future periods

Aims and key objectives for future periods

- Continue to build on the growth of all services including maintaining current delivery levels to schools and professionals, growing a specialist LGBTQ+ Service, expanding the work of the perpetrators service to include 16-18 year olds and growing the Bystander Campaign following the initial pilot phase
- Re-launching Equation's response to Child/Adolescent to Parent Violence thanks to funding from the Big Lottery
- Growing the Core Operational Team to meet the growth of the wider services including reviewing fundraising functions and developing a volunteer programme.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Statement of Responsibilities

The trustees (who are also the directors of Equation Nottinghamshire for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 its 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 apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can 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.

Equation Nottinghamshire

Trustees' Report

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 6/8/25 and signed on its behalf by:



Raina Mason
Trustee

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF EQUATION NOTTINGHAMSHIRE

Opinion

We have audited the financial statements of Equation Nottinghamshire (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet 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).

We have audited the financial statements of Equation Nottinghamshire (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet 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 Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 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.

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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.

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. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as 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.

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Auditor responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Ensuring that the Audit Team has the appropriate competence and capabilities to identify or recognise non compliance with laws and regulations, with specific susceptible areas (e.g. expense authorisation) having been outlined at the planning stage.
- Enquiry of management and those charges with governance around actual and potential litigation and claims and fraudulent transactions.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

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 FRC's website at https:
//www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/
description-of-the-auditor%E2%80%99s-responsibilities-for.
This description forms part of our auditor's report.

Other Matters

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "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)" (as amended) in preferences to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 is referred to in the extant regulations but has now been withdrawn.

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "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)" (as amended) in preferences to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting practise.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Melvin Bailey FCCA DChA (Senior statutory auditor)

Rogers Spencer
Chartered Accountants
Statutory Auditor
Newstead House
Pelham Road
Nottingham
NG5 1AP

6/8/25

Rogers Spencer is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	14,220	-	14,220	71,313
Charitable activities	4	69,130	1,395,001	1,464,131	1,268,960
Investment income	6	15,669	-	15,669	14,849
Total income		99,019	1,395,001	1,494,020	1,355,122
Expenditure on:					
Raising funds	7	-	-	-	(216)
Charitable activities	8	(81,065)	(1,322,712)	(1,403,777)	(1,209,964)
Total expenditure		(81,065)	(1,322,712)	(1,403,777)	(1,210,180)
Net income		17,954	72,289	90,243	144,942
Transfers between funds		17,561	(17,561)	-	-
Net movement in funds		35,515	54,728	90,243	144,942
Reconciliation of funds					
Total funds brought forward		729,065	66,781	795,846	650,904
Total funds carried forward	15	764,580	121,509	886,089	795,846

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £ (As restated)	Restricted funds £ (As restated)	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	71,313	-	71,313
Charitable activities	4	85,369	1,183,591	1,268,960
Investment income	6	14,849	-	14,849
Total income		171,531	1,183,591	1,355,122
Expenditure on:				
Raising funds	7	(216)	-	(216)
Charitable activities	8	(78,883)	(1,131,081)	(1,209,964)
Total expenditure		(79,099)	(1,131,081)	(1,210,180)
Net income		92,432	52,510	144,942
Net movement in funds		92,432	52,510	144,942
Reconciliation of funds				
Total funds brought forward		636,633	14,271	650,904
Total funds carried forward	15	729,065	66,781	795,846

The notes on pages 16 to 29 form an integral part of these financial statements.

Equation Nottinghamshire

(Registration number: 4517544)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	10	12,674	4,940
Current assets			
Debtors	11	167,123	215,646
Cash at bank and in hand	12	778,018	667,418
		945,141	883,064
Creditors: Amounts falling due within one year	13	(71,726)	(92,158)
Net current assets		873,415	790,906
Net assets		886,089	795,846
Funds of the charity:			
Restricted income funds			
Restricted funds	15	121,509	66,781
Unrestricted income funds			
Unrestricted funds		764,580	729,065
Total funds	15	886,089	795,846

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 12 to 29 were approved by the trustees, and authorised for issue on 6/8/25 and signed on their behalf by:

.....
Raina Mason
Trustee

Equation Nottinghamshire

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income		90,243	144,942
Adjustments to cash flows from non-cash items			
Depreciation	7	3,040	6,794
Investment income	6	(15,669)	(14,849)
		77,614	136,887
Working capital adjustments			
Decrease in debtors	11	48,523	35,549
Increase in creditors	13	25,459	11,341
Decrease in deferred income	13	(45,891)	(22,545)
Net cash flows from operating activities		105,705	161,232
Cash flows from investing activities			
Interest receivable and similar income	6	15,669	14,849
Purchase of tangible fixed assets	10	(10,774)	(5,700)
Net cash flows from investing activities		4,895	9,149
Net increase in cash and cash equivalents		110,600	170,381
Cash and cash equivalents at 1 April		667,418	497,037
Cash and cash equivalents at 31 March		778,018	667,418
Reconciliation of net cash flow to movement in net funds			
Increase in cash		110,600	170,381
Net funds at 1 April 2024		667,418	497,037
Net funds at 31 March 2025		778,018	667,418

All of the cash flows are derived from continuing operations during the above two periods.

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Equation Nottinghamshire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	20% straight line
Computer equipment	33% straight line

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Operating leases

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make estimates, assumptions and judgements about the carrying value of assets and liabilities which may not be readily apparent from other sources. The estimates and assumptions are based partly on historical experience while judgement incorporates less empirical factors considered to be relevant such as the current and potential future economic and political environment and the exercise of suitably cautious prudence.

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 amended where the change affects only that period, or in the period of the revision and future periods where the change affects both current and future periods.

The estimates, assumptions and judgements which have the potential to affect a material adjustment to the carrying value of assets and liabilities are as follows:

Deferred Income
Income is deferred to future periods where the funding agreements stipulate the time period for which the funding is provided.

2 Charity status

The charity is limited by guarantee, incorporated in England and Wales and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 (£10 prior to the amendment of the Articles of Association on 15 November 2023) towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Castle Cavendish Works
Dorking Road
NOTTINGHAM
NG7 5PN

Authorised for issue date

3 Income from donations and legacies

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	5,077	5,077	-
Donations	8,773	8,773	5,427
Gift aid reclaimed	370	370	401
Grants, including capital grants;			
Grants	-	-	60,082
Other income from donations and legacies	-	-	5,403
	14,220	14,220	71,313

4 Income from charitable activities

	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Grants & donations	-	-	1,395,001	1,395,001	1,183,591
Training activity	62,630	6,500	-	69,130	85,369
	62,630	6,500	1,395,001	1,464,131	1,268,960

5 Government grants

	Unrestricted General funds £	Restricted funds £	Total 2025 £	Total 2024 £
Nottingham City Council	-	411,167	411,167	392,291
Nottinghamshire County Council	-	281,405	281,405	379,575
Nottinghamshire Police and Crime Commissioner	-	335,850	335,850	246,050
Juno Women's Aid	-	97,202	97,202	-
Melton Borough Council	-	540	540	-
Metropolitan Thames Valley Housing	-	3,366	3,366	-
Notts SVS	-	3,850	3,850	-
Notts Women's Aid	-	99,409	99,409	-
Other government grants	-	95,324	95,324	-
	-	1,328,113	1,328,113	1,017,916

6 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	15,669	15,669	14,849

7 Expenditure on raising funds

a) Costs of generating donations and legacies

	Total 2025 £	Total 2024 £
Other direct costs of generating voluntary income	-	216

8 Expenditure on charitable activities

The following table presents expenditure using a natural classification. Support costs have not been separately allocated and disclosed as the trustees believe they are immaterial to the financial statements.

Governance costs include audit fees of £8,100 (2024: £4,670).

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
Staff costs	12,253	972,650	984,903	837,185
Depreciation	3,040	-	3,040	6,794
Events & training	3,275	19,994	23,269	10,739
Freelance workers	22,233	117,128	139,361	155,819
Insurance	4,215	5,512	9,727	9,054
Marketing & Social media	245	9,431	9,676	31,979
Office Administration	-	78,960	78,960	54,139
Payroll & professional fees	8,038	33,135	41,173	16,861
Repairs maintenance & equipment	987	5,958	6,945	2,885
Rent & utilities	4,060	26,108	30,168	24,744
Resources	2,775	20,834	23,609	19,445
Staff expenses & recruitment	1,414	9,963	11,377	7,370
Staff training	3,120	17,545	20,665	22,946
Sundry expenses	415	721	1,136	1,841
Accountancy & bookkeeping	6,895	4,773	11,668	-
Governance - legal & professional fees	8,100	-	8,100	8,163
	81,065	1,322,712	1,403,777	1,209,964

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	905,628	755,297
Social security costs	55,624	62,872
Pension costs	23,651	19,016
	984,903	837,185

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 No	2024 No
Average number of employees	37	36

37 (2024 - 36) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £23,651 (2024 - £19,016).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £187,352 (2024 - £170,882).

10 Tangible fixed assets

	Fixtures & fittings £	Computer equipment £	Total £
Cost			
At 1 April 2024	22,648	22,190	44,838
Additions	-	10,774	10,774
At 31 March 2025	22,648	32,964	55,612
Depreciation			
At 1 April 2024	22,648	17,250	39,898
Charge for the year	-	3,040	3,040
At 31 March 2025	22,648	20,290	42,938
Net book value			
At 31 March 2025	-	12,674	12,674
At 31 March 2024	-	4,940	4,940

11 Debtors

	2025	2024
	£	£
Trade debtors	140,996	200,560
Prepayments	26,127	15,086
	167,123	215,646

12 Cash and cash equivalents

	2025	2024
	£	£
Cash on hand	168	163
Cash at bank	777,850	667,255
	778,018	667,418

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	37,718	17,492
Other taxation and social security	15,872	14,872
Other creditors	7,852	6,199
Accruals	10,284	7,704
Deferred income	-	45,891
	71,726	92,158

	2025	2024
	£	£
Deferred income at 1 April 2024	45,891	68,463
Resources deferred in the period	-	45,891
Amounts released from previous periods	(45,891)	(68,463)
Deferred income at year end	-	45,891

14 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Land and buildings		
Within one year	12,852	2,397
Other		
Within one year	1,013	1,013
Between one and five years	844	3,038
	1,857	4,051

The amount of non-cancellable operating lease payments recognised as an expense during the year was £19,778 (2024 - £17,213).

15 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
General					
General fund	165,158	36,388	(81,065)	33,554	154,035
	165,158	36,388	(81,065)	33,554	154,035
Designated					
Children & Young People	314,651	51,972	-	-	366,623
Campaigns & Communications	14,950	-	-	(14,950)	-
Training	107,016	10,059	-	-	117,075
Survivors & perpetrators	102,584	600	-	-	103,184
Redundancy sickness & parental reserve	23,663	-	-	-	23,663
Working projects	1,043	-	-	(1,043)	-
	563,907	62,631	-	(15,993)	610,545
Total unrestricted funds	729,065	99,019	(81,065)	17,561	764,580
Restricted funds					
Core services	-	195,964	(195,964)	-	-
Children & Young People	12,305	388,779	(360,614)	-	40,470
Campaigns & Communications	3,290	-	-	(3,290)	-
Training	1,702	248,003	(233,776)	-	15,929
Survivors & perpetrators	35,213	562,255	(532,358)	-	65,110
Working projects	14,271	-	-	(14,271)	-
Total restricted funds	66,781	1,395,001	(1,322,712)	(17,561)	121,509
Total funds	795,846	1,494,020	(1,403,777)	-	886,089

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General				
General fund	147,505	96,752	(79,099)	165,158
	147,505	96,752	(79,099)	165,158
Designated				
Children & Young People	261,544	53,107	-	314,651
Campaigns & Communications	14,879	71	-	14,950
Training	93,227	13,789	-	107,016
Survivors & perpetrators	94,772	7,812	-	102,584
Redundancy sickness & parental reserve	23,663	-	-	23,663
Working projects	1,043	-	-	1,043
	489,128	74,779	-	563,907
Total unrestricted funds	636,633	171,531	(79,099)	729,065
Restricted				
Children & Young People	-	329,032	(316,727)	12,305
Campaigns & Communications	-	34,451	(31,161)	3,290
Training	-	210,904	(209,202)	1,702
Survivors & perpetrators	-	602,055	(566,842)	35,213
Working projects	14,271	7,149	(7,149)	14,271
Total restricted funds	14,271	1,183,591	(1,131,081)	66,781
Total funds	650,904	1,355,122	(1,210,180)	795,846

The specific purposes for which the funds are to be applied are as follows:

Core services - represents the use of funds received specifically to fund core costs. This includes our Campaign and Communications workstream.
Children & Young People - Restricted Fund – This restricted fund is allocated to the 24-25 school year that extends beyond our financial year and as a result, some funding is restricted to deliver programming to school children before breaking for summer.
Training - Restricted Fund – This restricted fund is allocated to provide training and workforce development across Nottingham City and County
Survivors & Perpetrators - Restricted Fund– This restricted fund will be used to provide support to Male and LGBTQ+ survivors of domestic abuse plus the delivery of behaviour change programmes for perpetrators of domestic abuse within Nottingham and Nottinghamshire.

The unrestricted reserves for each project have been put into designated funds to reflect where the funds have come from and to further that particular project's activities.
It is the intention that for each project, this fund will include an amount equivalent to approximately 3 months' running costs in the event of winding up the company and to fund investment into new program development within the projects.
Children & Young People - Designated fund for monies identified as the unrestricted element of the total funds for Children & Young People.
Training - Designated fund for monies identified as the unrestricted element of the total funds for Training.
Survivors & Perpetrators - Designated fund for monies identified as the unrestricted element of the total funds for these services.
Redundancy, sickness, maternity & paternity - Funds for employment costs as stated.

Transfers from the Campaigns & Communications funds and the Working Project funds reflect the release of any restriction on the remaining balances. These funds are no longer active.

16 Analysis of net assets between funds

	Unrestricted			2025
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	12,674	-	-	12,674
Current assets	213,087	610,545	121,509	945,141
Current liabilities	(71,726)	-	-	(71,726)
Total net assets	154,035	610,545	121,509	886,089

	Unrestricted			2024
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	4,940	-	-	4,940
Current assets	206,485	563,907	112,672	883,064
Current liabilities	(46,267)	-	(45,891)	(92,158)
Total net assets	165,158	563,907	66,781	795,846

17 Fees payable to Auditor

During the period, the fees payable to the charity's Auditor are analysed as follows:

	2025	2024
	£	£
Audit services	8,100	5,604
	8,100	5,604

18 Taxation

The charity is a exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to charitable objects.

19 Trustees remuneration and expenses

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

20 Related party transactions

There were no other related party transactions in the year.

EQUATION NOTTINGHAMSHIRE

England & Wales - Charity number 1140240

Accounts

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equation
equal relationships
free from abuse

Equation:
Annual Report

2023-24

Registered Charity No: 1140240

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ABOUT EQUATION

‘Our goal is for everyone to have equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality’.

‘Equation is a specialist charity that works with the whole community to reduce the impact of domestic abuse, sexual violence and gender inequality.



We train professionals

helping them respond to abuse



We work in schools

educating children and young people about healthy relationships



We run a support service

so males and LGBTQ+ people experiencing domestic abuse can get support



Improving safety

we provide information about local services



Challenging attitudes

through campaigns about gender and relationships

Positivity, Passion, Rigor, Compassion, Collaboration

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Campaigns and Communications

Treasurers Report

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EQUATION'S CHAIR REPORT

As we reflect on the past year, we are pleased to report that Equation has continued to grow and evolve, strengthening our position as a vital resource in facilitating equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality.

This year has been marked by significant expansion, both within our organisation and our board of trustees. Anthea Tainton, who has now been in her role as CEO for just over a year, has built upon Equation's strengths, guiding our growth from 31 staff members to 35. Under her leadership, we have not only increased our capacity but also broadened our scope, introducing new skills and services such as our perpetrator program.

Equation has maintained its stability during the economic difficulties faced nationally, which is a testament to the unique and invaluable work we do and those that help us deliver it. We are grateful to our funders, those that support us and the staff and volunteers that work hard to pursue our aims, enabling us to attract support and recognition for us as a charity.

The Equation Team

As always, the Equation team of staff, volunteers, and freelancers remains at the heart of everything we achieve. Their dedication and expertise drive our mission forward every day.

We would like to express our gratitude to our Board of Trustees, who volunteer their time and expertise to support, guide, and monitor the work of the organisation. Special thanks go to Alex, Tim, David, and Emily for their ongoing commitment. We are delighted to have welcomed three new trustees - Jacqui, Alice, and Jayne - each bringing diverse skills and experiences that enrich our board. As we continue to grow, we look forward to welcoming additional trustees in 2024 to support our expanding organisation.

In 2023, we implemented a co-chair arrangement for the board, which has proven

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effective in maximising the skills and time of our trustees.

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Key Achievements & Plans

Our achievements over the past year include:

- Successfully securing a long-term funded perpetrator program, enhancing our community-wide efforts to reduce domestic abuse.
- Sustaining our grants and community fundraising income, ensuring financial stability.
- Completing our first audit successfully and establishing a process for future audit cycles.
- Developing a more structured Trustee induction program, fostering stronger connections between the board and staff team.

Future Plans

As we move forward, our plans for the coming year include:

- Realigning our financial structure to support our growth in turnover and meet new organisational requirements.
- Focusing on the continued development of our long-term strategy and implementation plans.
- Expanding our board membership to align with the organisation's increasing size and complexity.
- Organising a Trustee-led fundraising event to raise awareness and explore new channels for attracting donations and funding.

We are proud of the progress Equation has made this year and excited about the opportunities that lie ahead. With our dedicated team, expanded board, and clear vision for the future, we are well-positioned to continue making a significant impact in our sector.

Raina Mason & Jacqui Blakemore, Co-Chairs of the Board of Trustees, Equation

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DOMESTIC ABUSE SUPPORT SERVICE FOR MALE AND LGBTQ+ SURVIVORS

The service has continued to develop over the last year and I wish to take this opportunity to share some of these achievements with you.

Equation has delivered a domestic abuse support service for men since 2014. In 2021 we secured funding to extend this service to LGBTQ+ survivors of any gender identity in the city and over the last few months, this has been rolled out into the county. We have therefore changed our name from 'Men's Service' to 'Domestic Abuse Service for Male and LGBTQ+ Survivors'. We want male survivors to reach out for support. We want LGBTQ+ survivors to reach out for support to the service they feel most comfortable with, whether it be Equation or women's services. Check out our webpage and LGBTQ+ referrals form **Help for LGBTQ+ | Equation**

On the 01/04/2023 we launched our County Safe Accommodation Support Service for Men, in partnership with all 7 district and borough councils. The service offers support to men and self-identifying men aged 18+ who are homeless as a result of domestic abuse and need help to access safe accommodation.







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On the 01/04/2023 we launched our **Warwickshire Domestic Abuse Support and Outreach Service for Men** in partnership with Refuge Warwickshire, offering support to men and self-identifying men aged 18+ living in Warwickshire and experiencing domestic abuse either in an intimate partner, ex intimate partner or familial relationship.

On the 03/05/2023 we launched our extension to the **Helpline Support Service**, operating until 7.30pm every Wednesday. This have proven to be of value as it improves accessibility for survivors and provides further hours to meet Service demand.

On the 17/05/2023 Equation was officially awarded the Respect Accreditation for its work with male victims of domestic abuse and everyone, including survivors, funders, commissioners and partner agencies can be assured our service continues to be of high quality and is regularly monitored and supported to reflect and improve on best working practices.


Respect
Accredited

This is to certify that

Equation

has been assessed as fully meeting the requirements of the Male Victims' Standard and is therefore Respect accredited for its work with male victims of domestic abuse.

Accreditation is awarded for three years and expires on

16th May 2026

Jo Todd, CEO Respect

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On the 01/10/2023 the **Nottinghamshire Stalking Advocacy Service** was launched, funded by Nottinghamshire OPCC. The service works in partnership with Nottinghamshire Women's Aid as the lead contract holder, Juno Women's Aid and Nottinghamshire Police.We have a qualified Independent Stalking Advocacy Caseworker delivering specialist support to male victims of non-domestic abuse stalking aged 16+ across Nottingham(shire).

In late 2023/early 2024 four team members qualified as **Gateway Programme** Facilitators. The Gateway Programme provides therapeutic support to groups of male and LGBTQ+ survivors addressing Beliefs and Attitudes, Myths and Facts, Cycle of Control, Impact on Families, Why it's hard to leave, Safety Planning, Warning Signs, and Moving Forward. A successful grant application to the Thomas Farr Trust means we have the funds to launch the programme in 2024/25. The Gateway Programme is now open for referrals.

REFERRALS AND SURVIVORS SUPPORTED

- Total no. of referrals: **1465** (33% increase on previous year)
- Total accepted into service/already active in service: **490**

Number of survivors supported via:

- Standard/Medium Risk Support Service: **240**
- High Risk Support Service: **107**
- Safe Accommodation Support Service: **66**
- Warwickshire Domestic Abuse Support Service: **26**
- Non Domestic Abuse Stalking Support Service: **18**
- Domestic Violence Protection Notice/Order Support Service: **2**

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FOLLOWING SUPPORT:

67% Reported an improvement in safety

Reported an improvement in confidence 67%

88% Felt better able to recognise abusive behaviours

Felt more confident about asking for help 86%

63% Felt support networks had improved

Felt more confident about their parenting skills 76%

84% Understood more about the impact of abuse on their child(ren)

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56 SURVIVORS COMPLETED A FEEDBACK QUESTIONNAIRE UPON EXITING SERVICE ALL OF WHICH ARE POSITIVE AND PROVIDED QUALITATIVE FEEDBACK, EXAMPLES AS FOLLOWS:

- “Got all the right help I needed, right down to extra security, made me feel a lot safer having someone to talk to about things in a non-judgmental way as there is still a lot of stigma with abuse against men from women”

- “I am now living alone in my own flat provided by the council. The support [IDVA] gave me was amazing, she listened, believed and encouraged me. I never thought I would have my own flat after being made homeless through fleeing abuse. I was at the very bottom of my life, now I am optimistic and eternally grateful for the support and for where I am now”

- “[IDVA] has opened the doors that needed to be opened to allow me to access change. [IDVA] was always there to support me. It was as if God sent me an angel and it was [IDVA]. Her support has been absolutely amazing”



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YOUR CHOICE PROJECT AND PROJECT CARA:

Equation was successful in securing a Domestic Violence Perpetrator Programme Contract with the OPCC this year.

On the 01/10/24 we started delivering the Your Choice Project voluntary perpetrator programme as the lead contract holder, in partnership with the Jenkins Centre and commissioned DVA support services.

The team have worked tirelessly since October 2023 to promote the Your Choice Project to include:

- Developing a Working with Perpetrators Workshop and delivering this to in excess of 86 Social Workers across Nottinghamshire
- Delivering 5 online YCP Overview Webinars to 44 professionals across Nottingham(shire)
- Attending university fairs/events
- Working alongside the comms team to develop a Poster, Information Card and advertising on social media, in the Leftlion magazine, at tram stops and on buses:





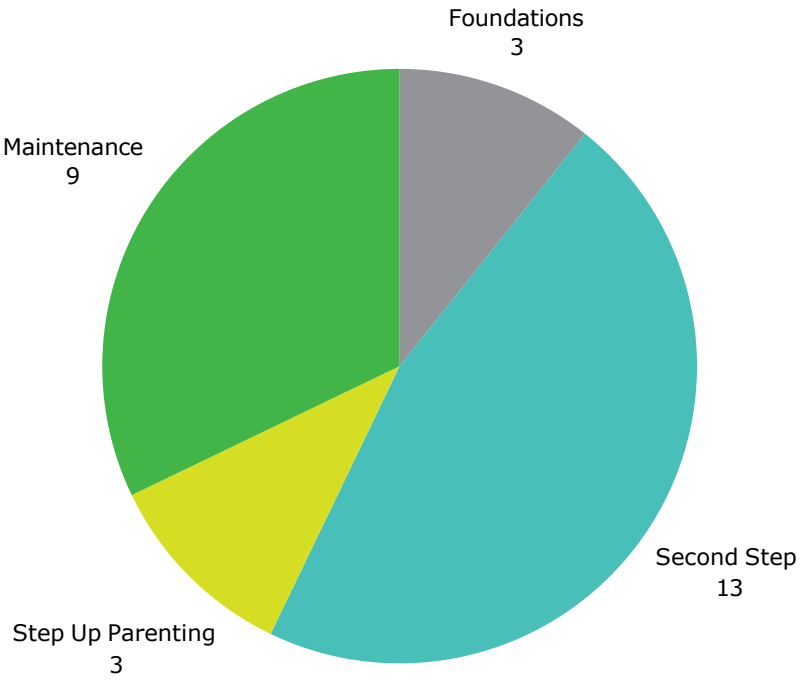
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REFERRALS AND SERVICE USERS SUPPORTED

During period October 2023 to March 2024 the Your Choice Project has:

- Received **40** referrals
- Assessed **34** individuals for perpetrator intervention suitability

Number of people attending the following programmes:



Supported survivors linked to individuals accessing perpetrator intervention as follows:

- **41** within the Survivor Assessment Service
- **22** within the Survivor Support Service

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IMPACT MEASUREMENT

FEEDBACK RECIEVED FROM SURVIVORS VIA THE SURVIVOR FEEDBACK QUESTIONNAIRE:

- [Survivor] feels like the programme is having a really positive impact on [perpetrator] She feels like it has opened his eyes and it has made him look inwards, which has allowed him to take accountability for his behaviour in the past.

- [Survivor] straight away expressed that she can see improvement in [perpetrator]'s behaviour and the house seems calmer. [Survivor] said they are now able to have a discussion about things they disagree on. [Perpetrator] has strong political views and [survivor] made a comment which would normally make [perpetrator] annoyed. However, he remained calm and just moved on from [survivor]'s statement without getting angry



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Other successes for the Your Choice Project:

- Providing research for and attending Nottingham(shire) MARAC
- Setting up a referral pathway with Nottinghamshire Police for medium risk DA offenders
- Creating a YCP information and guidance webpage specifically for Police Officers
- Preparing for Respect Accreditation

Project CARA is a new initiative in Nottinghamshire and we are excited to be a part of it. It is an early awareness raising workshop which sits within the Criminal Justice System for standard risk domestic abuse offenders aged 18+ who are eligible for a Caution or Community Resolution. Under the DVPP contract Equation is the 'CARA Provider' and will be processing/administering referrals, delivering workshops, providing a Victim Contact Service and reporting back to the Police.

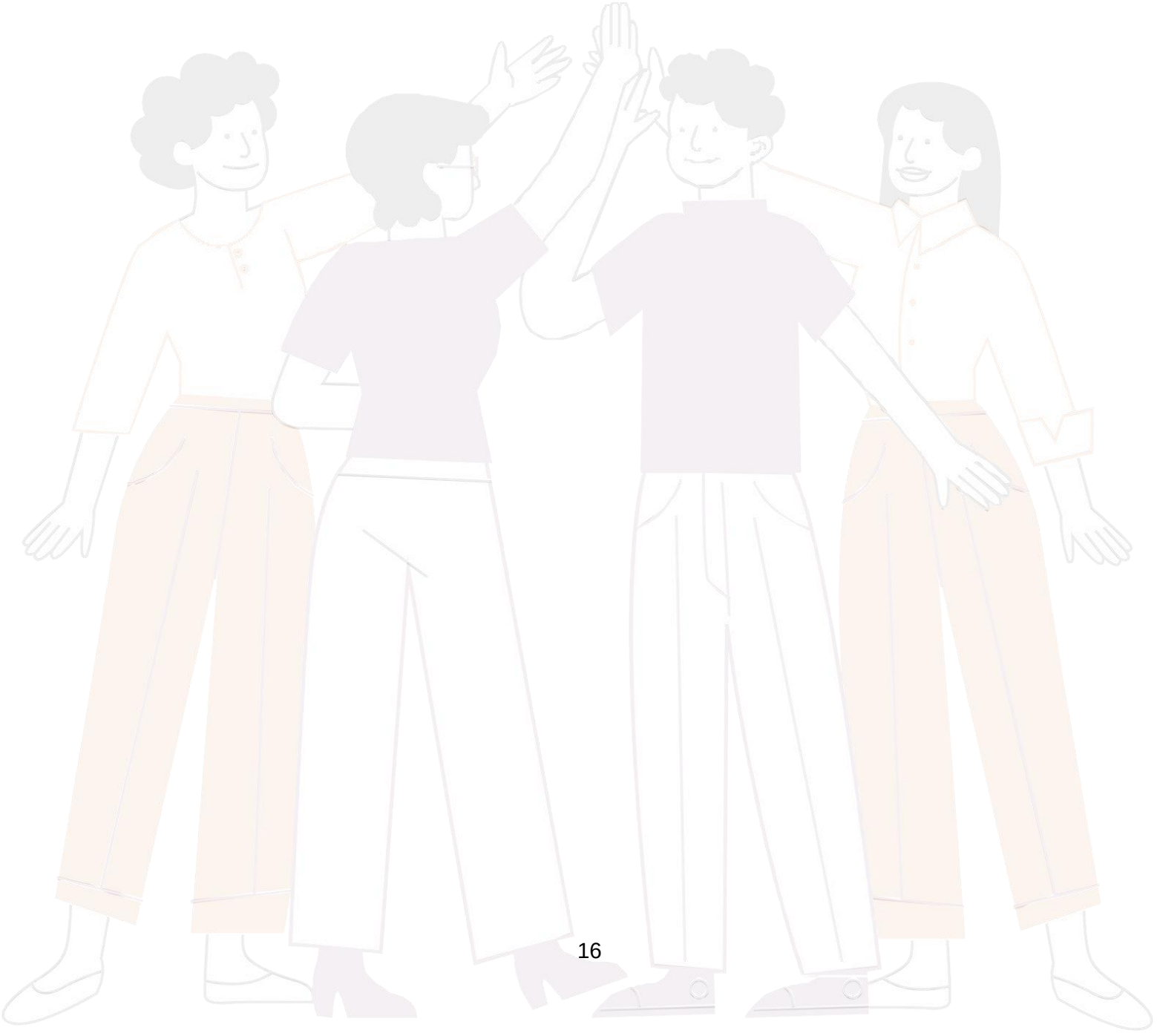
So far we have (to name but a few):

- Worked closely with the Hampton Trust and Nottinghamshire Police to prepare for the launch on the 01/05/24
- Written a CARA Procedures Manual
- Written an online CARA Facilitators Induction
- Recruited and inducted a pool of CARA Freelance Workers (4 external and 3 internal)
- Identified a venue for CARA Workshops
- Trained CARA Facilitators to deliver face to face group workshops and one to one telephone workshops to the following cohorts:
  - Male Intimate Partner and Non-Intimate Partner Violence
  - Female Intimate Partner and Non-Intimate Partner Violence
- Police vetting for all Equation CARA staff
- Supported the Hampton Trust to deliver training to Nottinghamshire Police
- Become a member of the CARA National Oversight Group

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THE TEAM

The survivor and perpetrator workstreams have gone from strength to strength. The success of the services are down to the skilled and experienced team members who are professional, passionate, hardworking, conscientious, supportive of one another and committed to tackling domestic violence and abuse. They make a real, meaningful difference to the lives of our service users and we thank each and every one of them.



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CHILDREN AND YOUNG PEOPLE

During 2023-24 Equation have continued to engage children, young people, parents, and teachers with preventative projects focused on raising awareness of healthy relationships and domestic abuse.

A funding commitment from the OPCC continued to enable the CYP service to increase the number of awareness programs delivered which led to more CYP accessing specialist healthy relationships education. The commitment from the OPCC allowed the CYP Team to focus on the next targeted areas which included Newark, Sherwood and Gedling. Alongside Newark, Sherwood and Gedling, the CYP Team also focused on maintaining relationships with Mansfield and Ashfield schools and further engagement within the city schools.

Our reach:



	SCHOOLS WORKED IN	C&YP WORKED WITH
GREAT PROJECT	76 PRIMARY SCHOOLS (135 PROJECTS)	4,000 YEAR 5/6'S
EQUATE	24 SCHOOLS (301 CLASSES OR ASSEMBLIES)	8,400 YEAR 7-12'S
TARGETED PROJECTS	10 SCHOOLS (18 GROUPS)	200 YOUNG PEOPLE
TWILIGHTS	28 SCHOOLS	900 SCHOOL STAFF

12,600 CHILDREN AND YOUNG PEOPLE HAVE RECEIVED HEALTHY RELATIONSHIPS EDUCATION

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EVALUATION DATA

Children, Young People and Teaching Staff evaluate our projects to ensure quality assurance. This year, we implemented a new monitoring and evaluation process which allowed us to review and analyse the data more easily.

Some key figures from a sample of evaluations:

- **93.5%** of Children rated The GREAT Project 'Good' or 'Amazing'
- **92%** of Children who took part in The GREAT Project could name at least 2 places someone could get support if experiencing domestic abuse

- **88%** of young people rated the sessions 'Good' or 'Amazing'
- **76%** of young people could name 2 or more support services following the sessions

- **100%** of young people rated the sessions 'Good' or 'Amazing'
- **79%** increase 'I understand what healthy relationship qualities are, and their importance'

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Quotes taken from evaluations:

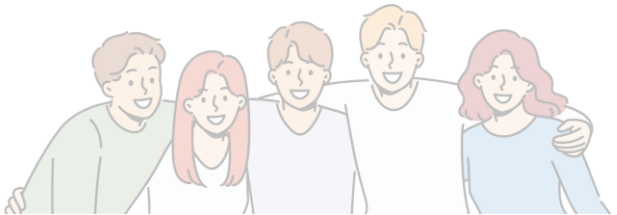
What children and young people enjoyed most about the sessions:

- The Great project is trying to stop domestic abuse
- I liked how it teaches us how to be kind and ever since it happened my class was better than before
- I like how there were some big things to say and the great project said it in a very good way and in a way children can understand
- That Steph and Sam help me to be confident and not to keep worries to own self
- I liked how they made a hard and scary thing into something fun.
- All of it, it really made me feel safe, if I ever got in a situation like this
- The teachers were amazing and very polite
- To be honest I like it because I felt comfortable
- How it taught a young audience how to spot an abusive relationship
- That it talks about how to get help during these toxic situations or relationships
- It will help me in the future not pressure anyone

What teachers enjoyed about the sessions:

- We have loved having 'the Great project' in. It was well organised, thoughtful and engaging - we look forward to having you back. Thank you so much
- Really well pitched. Sensitive issues dealt with in a gentle/patient manner.
- The sessions were very informative and delivered in a child friendly way . The resources were colourful and engaging.
- The session was great but only scratched the surface. They could do with extended workshops on this.
- Great presenters and approachable - helped with interaction
- A very interesting session presented well (well done Felicity and Jonathan - Thank you!) Really good video too!
- Was a great level of discussion which allowed students to share their opinions.
- It was pitched very well. Students were engaged throughout and keen to get involved. It was very informative.
- I cannot state enough how impressed I am with this project, the facilitators and what has been achieved. It is projects like this which can change a young person's life for the better.
- [Following a safeguarding disclosure] These kind of reports are invaluable - as now a young person will be receiving the support they need.





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KEY SUCCESSES IN THE CHILDREN AND YOUNG PEOPLE TEAM

- Implementation and training in the new Safeguarding system, RecordMy which has now been rolled out across the CYP Team and Freelancers. RecordMy is a new safe database to allow all safeguarding disclosures to be recorded securely. This allows the CYP Team to ensure the disclosure is recorded accurately, including actions/follow-ups and ensuring accountability. The CYP Team and Freelancers have all been inducted and trained into the new system and this has now embedded into our practice since the beginning of May. Since the system has been implemented, we have successfully been able to record 31 disclosures (GREAT – 20, Equate – 5, Choices – 3 and Know More – 3).

- Establishing a professional relationship with Nottingham Forest Academy and Nottingham Forest Community Trust which enabled the CYP Team to deliver healthy relationships education to their young people. The projects delivered to Nottingham Forest Trust Academy was so successful that they have booked again with us for 24/25.

- Establishing a professional relationship with Hospital to Homes Education Learning Centre in which the CYP Team delivered adapted Equate sessions to their young people.

- The CYP Team were involved in supporting the She is Summit event in March 2024 organised by the OPCC which was successfully attended by young females and identifying females across Nottingham City. Alongside supporting the event, the CYP Team were also asked to deliver a healthy relationship workshop to the audience which received positive feedback!

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- We have been asked to attend and a deliver a healthy relationship workshop at the Notts Fire Safety Zone, which our GREAT Co-Ordinator is taking leadership on. We will host a stall alongside a number of emergency services.

- The CYP Team were asked to attend and host a stall at the Notts Alone campaign which was brilliant.

- OPCC funding has enabled Equation to begin a pilot piece of work engaging SEN schools to develop bespoke sessions and resources for their pupils. A consultation plan has been implemented, findings of which will be evaluated over the coming year to enable a specialist approach to delivering healthy relationships education in SEN schools across Nottingham/shire.

- OPCC funding has enabled the CYP Team to work in partnership with Imara to engage a specific group of young boys to challenge their attitudes and beliefs towards misogyny and consent. This work is currently being piloted within a secondary school and is being co-produced with the young boys. Once piloted, the project will be adapted to deliver to other young boys within the same secondary schools and/or other secondary schools.

- A wide range of CYP enrichments have developed across the last year which was requested by the Freelancers. Topics include Strengths-Based Language, Dealing with Challenging Conversations and Gender and Sexuality enrichment.

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DEVELOPMENTS WITHIN THE CHILDREN AND YOUNG PEOPLE TEAM

- Service Manager request to full time hours accepted (fixed term)
- The need for an additional Project Support Worker has been identified and authorised (recruitment taking place currently)
- The need for a Targeted Work Project Support Worker was listened too (as requested from the team), recruitment process was successful and the new starter began in January 2024
- The need for a temporary administrative worker was requested to support the Co-Ordinators in tasks such as school reporting, resources etc. was accepted and the Admin Worker started in April 2024
- September 2024 sees the return of the additional GREAT Co-Ordinator from Maternity Leave (currently the GREAT Project has been coordinated by one colleague)



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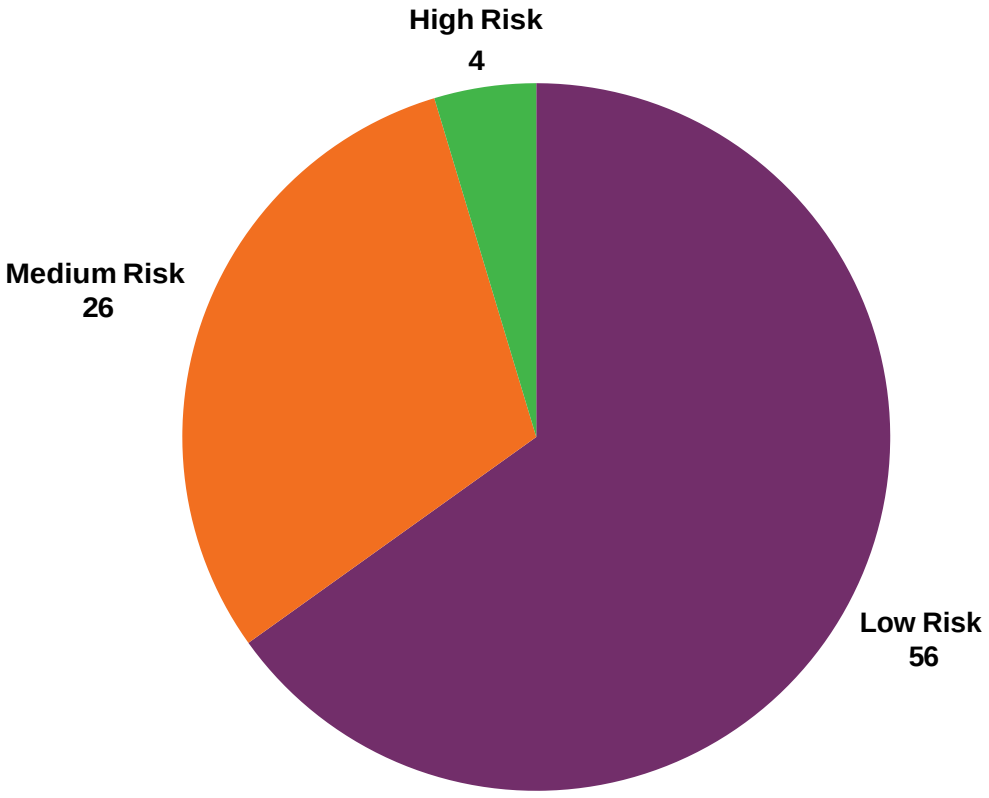
SAFEGUARDING

In 23/24, the CYP Team have recorded a total of 118 disclosures. As stated above, we have recently embedded our new safeguarding system in which we recorded 31 disclosures in total.

Prior to the new safeguarding system, the CYP Team recorded 87 disclosures:

- GREAT – 55 disclosures (*Low – 41, Medium – 12 and High – 1)*
- Equate – 10 disclosures *(Low – 7, Medium – 3 and High – 0)*
- Targeted Work – 22 (*Know More: Low – 7, Medium 8 and High 3 | Choices: Low – 1, Medium – 3 and High – 0)*

The CYP Team had to submit one safeguarding referral (Know More Targeted Work) from The Nottingham Academy which resulted the case being reviewed and closed by the Children's Social Services.



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FUTURE PLANS

Equation continues to be innovative and develop educational sessions and resources to meet the needs of children and young people. Over 2024-25 the team plans to:

- Continue to increase the number of schools and children and young people accessing healthy relationships education

- Continue the reach across Nottingham City and Nottingham County Council to ensure Year 3 (2024-25) targets are met (these targets include reaching more schools across Nottingham City. The schools within the city who haven't previously had our work will receive the projects for free. Further reach across Nottinghamshire County, which now includes free funding for Rushcliffe and Broxtowe and additional focus on our previous areas such as Mansfield and Ashfield).

- Ensuring retention of current and previous areas/schools. We will continue our commitment to supporting schools who have previously received our work by offering discounted prices for our projects this areas include Newark, Sherwood and Gedling.

- Establish the sessions and resources for SEN schools

- Identify funding to deliver the U-Lead programme

- Identify gaps and opportunities within our delivery to allow more access to our healthy relationship programmes for example young females associated in gangs/exploitation

- Develop Know More and Choices to stay engageable, update activities and content to reflect changes of issues that young people are experiencing

- Continue to build capacity into the CYP team

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PROFESSIONAL TRAINING AND RESEARCH DEVELOPMENT

During 2023– 2024 Equation continued to train professionals and volunteers on domestic abuse in a wide variety of subject areas relating to domestic abuse.

This year we started training delivery of two projects: **CADA (Children Affected by Domestic Abuse)** in Early Years settings (0-5yo) and Rural Domestic Abuse, focusing on the area of North Ashfield (Selston, Jacksdale and Underwood).

We have developed new trainings in relation to the use of technology in domestic abuse: **'Image-Based Sexual Abuse'** and **'Technology & Economic Abuse: "One of the Greatest Forms of Control".**

In addition, a new training has been developed on '**Working with Black and Minoritised Survivors of Domestic Abuse'** and started on the development of **Working with Survivors with Care and Support needs**, and **Working with Older survivors** ready for delivery in 2024-25.

Partnership work has continued in a range of areas, including work on developing pathways and responses to non-fatal strangulation. Work with the Girls, Women and Violence network and the ongoing development and delivery of 'Non-Domestic Abuse Stalking' training and 'Reducing Parental Conflict' training. We have engaged local venues in **J9 campaign to** create safe spaces for survivors of domestic abuse.

An e-learning module for the **Safe Space Pledge project** has been completed.

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The training team has also developed new processes and systems to ensure efficient delivery of the training:

- We have put controls in place to ensure only workers and volunteers from Nottingham / Nottinghamshire can access the free training and collected payment from out of area delegates.

- We have identified gaps in monitoring and collecting data and implemented processes to capture the data (such as number of attendees, organisations they work for, disclosures of historic and current domestic abuse, post-training feedback).

- We are continuously updating the training to contain only relevant and up-to-date support and signposting information.

We strive to make the training sessions accessible to people with additional needs, both online and in person.



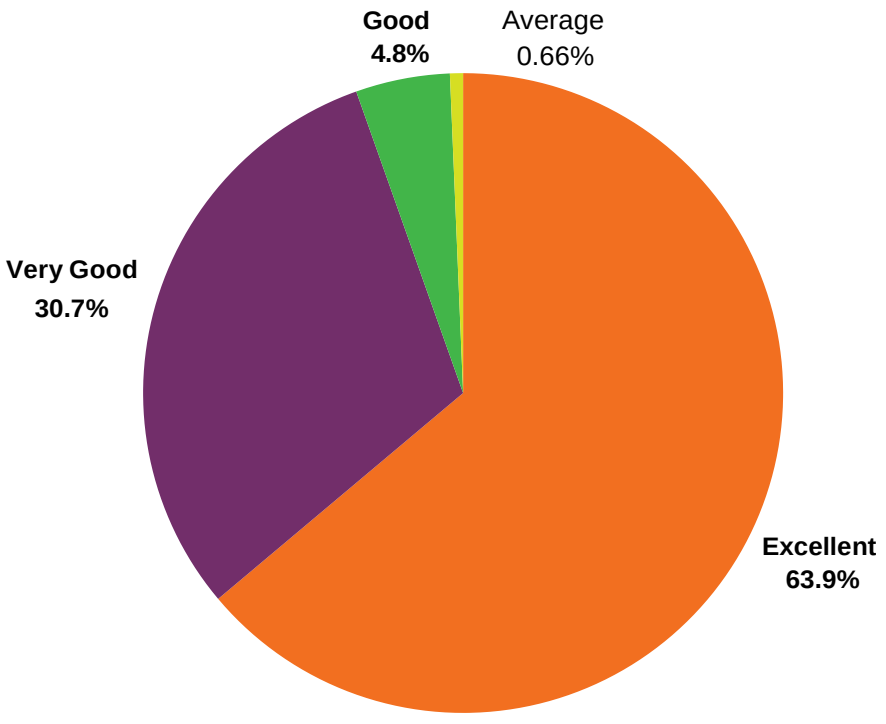
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DELIVERY IN NUMBERS

- Total number of multi-agency training sessions delivered: **202**
- Total number of people who attended Girls, Women, and Violence Network: **50**
- Number of people accessing the multi-agency training in the City : **584**
- Number of people accessing multi-agency training in the County: **859**
- Number of people trained in non-Domestic Abuse stalking: **67**
- Number of workers attending Tech Abuse practitioner networks: **312**
- Number of workers attending training on technology and domestic abuse: **522**
- Number of people trained on Reducing Parental Conflict: **154**
- Number of people trained in Early Years settings: **211**
- Number of people training on domestic abuse in rural areas (North Ashfield): **174**

Total number of professionals accessing training and events (all sessions): **3135**

How training delegates rate the sessions:
(data out of 609 responses)



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KEY DEVELOPMENTS

Project Case Study:

There are many excellent projects within the training team – here is one example:

Children Affected by Domestic Abuse (Early Years) -

The CADA project (Children Affected by Domestic Abuse) has been received well throughout the Early Years Sector in Nottinghamshire both from Nurseries and Early Help teams who are providing support to those families who are experiencing Domestic Abuse and have children in 0-5 years ager range.

Since starting our delivery in December 2023, we have trained 211 Early Years practitioners and professionals from 9 Early Years settings. By the end of July 2024, we will have increased this to 307 staff members over 13 Early Years settings.

All provisions have received a minimum of 2 x 90-minute training sessions which has ensured staff teams have received basic awareness of Domestic Abuse and explored the impact on adult survivors. This is followed by examining good practice for Early Years teams supporting adult survivors of Domestic Abuse. This includes the offer of J9 training.

The second session focuses on the impact of Domestic Abuse in the 0 – 5 years age range and the support Early Years practitioners can provide to children impacted by Domestic Abuse within the nursery setting.
All settings are made aware of the available support offered by partner agencies involved in CADA which includes Imara, Juno Women's Aid, Nidas, and Nottinghamshire Women's Aid.

A follow up survey 3 months after the training is sent to all Early Years provisions to measure the outcomes of the training which includes any

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referrals made to partner agencies.

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Further Training

3 Early Years settings have attended J9 training and are offering safe spaces for adult survivors of Domestic Abuse in Nottinghamshire. Recruitment of Early Years provisions for J9 continues to be an integral part of the project.

“The training was hard hitting but also provoked so much discussion on the possible signs and symptoms. We particularly liked the information on where to get help for families and also, how we can support any children going through this. It was positive to know that we already do a lot of the strategies suggested to support children who have experienced trauma."
"This training made me so much more aware of how domestic violence can have such a huge impact on the whole family. It was hard to comprehend that even a baby in its mother's womb can be affected so deeply."

New training developed:

Over the course of this year we developed the following new courses:

- Working with Black and Minoritised Survivors
- Supporting survivors with care and support needs
- Non-fatal strangulation (basic overview)
- Domestic Abuse in rural areas
- Image Based Sexual Abuse

‘Gave clarity and specifics to a well-known and feared problem that there is great need to maintain updates in addressing.’

‘It's giving me a better understanding on this matter, and the different platforms this abuse can happen.’

- Technology and Economic Abuse

‘Really informative! I didn't know a lot of the information regarding economic abuse before this session and it's opened my eyes for things to look out for when supporting individuals potentially experiencing domestic abuse. Very engaging trainers.’

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FUTURE PLANS

Equation continues to develop training to ensure that professionals and volunteers can respond effectively. There are plans to expand the team's capacity to meet the requirements of new projects. Plans include:

- Animals and domestic abuse
- Supporting recovery and healing following domestic abuse
- Courses supporting outcomes of Online Safety Act
- STADA Health Project
- Housing project



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CAMPAIGNS AND COMMUNICATIONS

In 2023-4, equation expanded it's campaigns offer with the completed development of two brand new awareness campaigns focusing on issues and demographics that were identified as needing their own promotion in addition to inclusion in previous campaigns. We also begun to revitalise longstanding flagship campaigns to bring these up to date with current design and marketing trends to keep them relevant and engaging.

This year also saw the development of some new innovative resources designed to help engage survivors with additional barriers to accessing support, as well as to engage perpetrators of domestic abuse with equation's behavioural intervention program, the Your Choice Project.

KEY DEVELOPMENTS

Equation's **Help A Friend** campaign expanded with the development of assets specifically developed for young men. A social media video formatted for use on TikTok focused on coercive and controlling behaviours, which both our own and external research identified are under-recognised by young people. This campaign ran for a couple of weeks driving 886 young people to learn more about domestic abuse on our website www.respectnotfear.co.uk

Reel Equality held it's first event for 18+ audience since COVID-19 , having focused on young people's Reel Respect events in 2022-3. The event supported by the Office of the Police and Crime Commissioner screened the film Promising Young Woman and focused on the importance of community allyship to end date rape culture in our society.

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In the second half of the year, equation launched **Right to Ask**, a campaign that focused on promoting the Domestic Violence Disclosure Scheme which individuals can utilise if they have sounds reason to suspect their partner, or the partner of someone close to them, may have an abusive past. The campaign performed well on social media reaching 22.5K people and driving 7.5K clicking through to the campaign landing page. The campaign also included print advertising and a poster which was distributed to 398 local venues.

In November a new campaign to address **Domestic Abuse in Rural Areas** launched in Ashfield. This campaign consisted of social media and resources which were designed to resonate with the unique challenges survivors in rural areas can face being remotely cut off from support, and isolated in an environment where dangerous weapons are more commonplace. The social media campaign reached over 50K individuals and provided valuable insights for further development in 2024-5. Equation also hosted and attended local events to promote the campaign and corresponding training offer.

RESOURCES

Equation continues to be the lead developer and distributor of domestic abuse resources in Nottingham and Nottinghamshire.
Discreet resources were developed for the men's helpline. These resources subtly incorporate helpline telephone numbers onto commonplace items.
The new **resource for NHS staff** was developed. Many older survivors are well engaged with healthcare, and yet often a lack in professional curiosity from healthcare professionals means these survivors aren't signposted and supported. This new resource aims to help address this.

Equation also has developed a poster and card to reach perpetrators of domestic abuse to promote it's Your choice Project behavioural intervention program. We also ran a social media campaign to promote this service.

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KEY NUMBERS

Number of people reached from digital paid campaigns:
213.1K

Resources Distributed:
174,726

Email subscribers:
8,524

Social Followings:
Facebook: **2,658**
Instagram: **832**
Twitter: **5034**
Linked In: **262**

FUTURE PLANS

In the year ahead we will continue to redevelop our flagship of Help A Friend campaign with a new focus on developing a sister campaign that support the community in challenging attitudes and behaviours that underpin abuse.
Our campaign addressing Domestic Abuse in rural areas will be expanded to Cotgrave, Bingham and beyond with additional resources being created for healthcare staff as a particular focus.

We will also have a strong focus on developing our communications for professionals and increase profile of equation through the development of more central marketing assets and comms.

Finally, we intend to invest in selling resources outside the local area to help other areas benefit from our work and create a new revenue stream for equation.

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TREASURERS REPORT

The accounts presented cover the 12-month period from 1st April 2023 to 31st March 2024.

Equation's total income for 2024 equated to £1,355,122 an increase of £160,777 (13.5%) on the previous year of £1,194,345

Statutory Grant income in year equated to £1,017,916 an increase of £246,942 (32%) on the previous year of £770,974 .

The main funders remain as Nottingham Community Safety Partnership, Nottinghamshire Police Crime Commissioner and Nottinghamshire County Council.

Income from Donations and Legacy contributions equalled £10,830 an decrease of £399 on the previous year of £11,229. The. Impact of the cost of living crisis is significant and we are grateful for every single donation receive. Fundraising activities have increased, and it is expected to yield an increase in donations over the next financial year.

Further income of £85,369 has been received for sales of resources and school projects and training, an increase of £9,157 (12%) on the previous year of £76,212. Fantastic effort

Charitable activities expenditure equalled £1,209,964 for the 12-month reporting period, an Increase of £138,009 (12.9%) on the previous year of £1,071,955.

The average number of employees increased by 4 from 32 to 36, with associated payroll costs increasing by £114,684 (16%). It is worthy to note the downward trend when comparing the total payroll costs. 2022-2023 reported an increase of £149,000 (26%) from the previous reporting period of 2021-2022.

The cost of paid staff working for Equation totalled £837,185 and self-employed freelance workers totalled £155,819, the combined total accounting for 82.1% of the total costs.

At the end of the period, the charity had total surplus of £729,065 of unrestricted funds , 100% of which will be carried forward to financial year 24/25 so we could complete projects which were not completed by the end of March 2024. £66,781 of restricted income carry forward relates to Working projects funding. The Total Carried Forward funds is £795,846.

Total Cash at Bank and in Hand stands at £667,418 an increase of £170,381 form the previous reporting period.

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Thank you!

Equation and the Trustees sincerely thank everyone who has provided financial support to the charity during the financial year, including our partners and donors without whom we couldn't do any of our life changing work.

We would also like to thank the staff for their professionalism, passion and dedication to Equation and continued efforts to further improve Equation's financial position.

At the end of this reporting Financial Year, Alek Nikacev, decided to undertake new challenges and we thank him for his dedication and contribution to our financial governance. Our Finance department moved into a transition phase being supported by STRIVE and Community Accounting Plus. These Partners under took the essential services in Book Entry, Year-end Accounts and provide constant guidance and assistance to us. Page Kirk were appointed Auditors and we extend our thanks to them for their audit of Equation's books and for presenting the accounts for this annual report.

We are indebted to our CEO and Colleagues whose services and dedication are the reason the finances of the Charity remain strong. The outlook for 2024 -2025 remains good however the charity sector as a whole, recognises the constantly changing dynamics to public sector funding and we remain diligent in seeking additional funding sources and maintaining financial prudence to ensure we continue our essential service delivery.

Finally, we would like to thank all or Funders and Donors without whom Equation would not have the financial strength to deliver its mission. The unwavering support and diligence of everyone associated with Equation ensures we maintain a strong, healthy, transparent and complaint Financial Foundation. We are committed to increase reporting and data analytics to further showcase the success of the Charity.

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PARTNER THANKS

Equation would like to thank our many partners and funders over the last year, without their support the work Equation deliver would be difficult. We are grateful to the following partners, organisations and funders:

- Nottingham Community Safety Partnership
- Nottingham City Council
- Nottingham County Council
- Nottinghamshire Office of the Police and Crime Commissioner
- Big Lottery
- Juno Women's Aid
- Nottinghamshire Women's Aid
- Imara
- Nottinghamshire Women's Centre
- Notts Sexual Violence Support Services
- Thomas Farr
- Boots
- Refuge
- Standing Together Against Domestic Abuse
- Castle Cavendish
- CA Plus
- Connect Network Services
- Pyramid Press
- Temple Printing
- Strive Business Solutions

A massive thank you to all of our freelance teams working tirelessly across the organisation to support with delivery of services and targets. Without this experienced and skilled workforce sat behind the team we would not be able to deliver the work and therefore not able to have positive outcomes for survivors, families and children.



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Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Jacqui Blakemore (Co-Chair)

Raina Mason (Co-Chair)

Hollie Venn (Resigned April 2023)

Jacqui Davidson (Resigned May 2023)

Stephanie James (Resigned June 2023)

Kelly Bennaton (Resigned May 2023)

Anne Partington (Resigned August 2023)

Katherine Wiggan (Resigned April 2024)

David Igoche

Tim Sorrell

Alexandra Joseph

Emily Bairstow

Alice Cross

Jayne Forbes

Tracey Newton-Blows (appointed May 2024

James Coates (Appointed October 2024)

Senior Leadership Team

Anthea Tainton (CEO)

Marie Bower (Head of Service: Survivors and Perpetrators)

Kerry Sullivan (Head of Service: Training and Research)

Vanessa Dixon (Head of Service: Children and Young People)

Val Lunn (Interim CEO, left May 2023)

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Company Information

Equation Nottinghamshire, Castle Cavendish, Dorking Road, Nottingham, NG7 5PN

Equation Nottinghamshire Limited Company No 4517544 | Registered Charity No 1140240

Statutory Auditors

Page Kirk LLP

Sherwood House

7 Gregory Blvd

Nottingham

NG7 6LB

Bankers

Unity Bank

4 Brindley Pl

Birmingham

B1 2JB

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 22 August 2002 and most recently amended and filed in November 2023. It has no share capital and the liability of each member in the event of winding-up is limited to £1.

Arrangements for setting pay and remuneration of key management personnel.

Salaries of key management staff are based on pay policy which was reviewed in July 2021. Pay review was done by staff and all employees including key management staff were graded according to their responsibilities. Benchmark were salaries of local charities with similar turnover and number of employees to Equation.

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No members of the trustee board received any remuneration during the year.

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Recruitment and appointment of trustees

Equation currently has a board of trustees made up of 9 members who meet on a six quarterly rotation and are responsible for the strategic direction and policy of the charity. At present the charity has members from a variety of professional backgrounds relevant to the work of the charity.

The charity recruit from across the community with a particular view to involving people with specific management skills and committed to combating domestic violence. All trustees are asked to undertake mandatory training in identifying and understanding the impacts of domestic violence.

Induction and training of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles, are known as members of the Board of Trustees. Under the requirements of the Articles of Association, the members of the trustees are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

Trustees are invited to attend the Understanding and Responding to Domestic Violence and Abuse Course to familiarise themselves with the work of the charity and the context within which it operates. Equation's induction programme introduces trustees to the organisation, staff and projects and includes the obligations of the Directors. Resources are drawn from Charity Commission's guide "the Essential Trustee" and also NCVO's advice and support for Trustees. Equation also provide a Trustee Handbook to support the induction process.

Reserves Policy

Equation's trustees have reviewed the charities needs and requirements for reserves in the context of the current risks to funding and the uncertainty of future funding. The reserve policy sets out that the charity will hold between 3 and 6 months of reserves but in some circumstances, to reduce risks, we may hold higher levels to ensure in the event of a decline in funding the charity would be able to continue all activities whilst alternative funding is replaced or activities altered. The current reserves are £795,846 which equates to approximately 7.2 months of project expenditure. This includes £66,781 which has been restricted for specific items of expenditure.

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Financial Review

The Charities total income for 2023-24 amounted to £1,355,122. Total expenditure amounted to £1,210,180. The net incoming resources for the year after gains/losses amounted to £144,942. A proportion of which relates to restricted and designated funds with expenditure planned for 2024-25. The charity deems its free reserves to be general funds less tangible assets which amounts to £160,218 at 31 March 2024.

Risk management

The trustees have considered the major risks to which the charity is exposed and established systems and procedures to manage those risks. A risk register has been established and is updated quarterly. Where appropriate, systems and procedures have been established to mitigate risks the charity faces. The main risk is of losing funding in 2025 and mitigations such as increasing income generation are in place.

Organisational structure

The management of the organisation is overseen by a Chief Executive Officer and a senior leadership team of three Heads of Services and all teams have service managers in place. Individual supervision is carried out by the appropriate workstream manager who also ensures that the team continues to develop their skills and working practice

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Objectives and activities

Objects and aims

Equation aims to challenge, prevent and reduce domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work.

Our charity's purposes, as set out in the objects contained in the company's articles of association are:

• To promote for the public benefit the provision of services directed toward the prevention of domestic violence and the relief and support of persons who have been or are affected by domestic and sexual violence in Nottinghamshire in particular but not exclusively by the provision of training, workshops, seminars and information.
• To advance the education of voluntary and statutory agencies, professionals and the public at large in all aspects of domestic and sexual violence, its causes and prevention.

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity. In particular, the trustees consider how planned activities will contribute to the aims and objectives the organisation has planned.

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Our main objectives for the year continued to be:
• To promote and enable an effective response towards domestic abuse and sexual violence.
• To promote a culture where domestic abuse and sexual violence is considered unacceptable.
• To promote a culture where people understand and aspire to a healthy relationship.
• To promote an understanding of the way gender inequalities, influence domestic abuse and sexual violence;
• To ensure that Equation continues as a relevant, efficient, and sustainable force in combating domestic abuse and sexual violence.

The strategies we used to meet these objectives included:

• Delivery of an in-demand, effective, topical training and awareness programme.
• Development of resources to improve access to services, increase safety and promote effective practice.
• Scoping and establishing new potential areas of service provision.
• To create a sustainable organisation through marketing, funding, business development and financial security.

Public Benefit
All our charitable activities focus on challenging, preventing and reducing domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work. These activities are undertaken to further our charitable purposes for the public benefit and are described throughout the remainder of the report.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

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Statement of Trustees' Responsibilities

The trustees (who are also directors of Equation Nottinghamshire 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.
- state whether applicable UK Accounting Standards have been followed.
- 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 are sufficient to show and explain the charitable company's transactions and 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.

Small companies provision statement

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 18 December 2024 and signed on its behalf by:

Signed by:
F3953254349E40B...

Signed by:
479BEABB0FD84F4...

Raina Mason Trustee **Jacqui Blakemore Trustee**

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Company registration number: 4517544
Charity registration number: 1140240

Equation Nottinghamshire

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

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Equation Nottinghamshire

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Equation Nottinghamshire

Independent Auditor’s Report to the Members of Equation Nottinghamshire

Opinion

We have audited the financial statements of Equation Nottinghamshire (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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

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described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, 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.

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Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 and Money Laundering.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and the understatement of revenue. Our audit procedures to respond to these risks included:

- Enquiries of management about their own identification and assessment of the risks of irregularities.

- Sample testing on the posting of journals.

- Reviewing meeting minutes, regulatory correspondence and professional fees.

- Detailed substantive testing on the completeness of income.

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.

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A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
James Haywood
DE9D310D1AD349C...

James Haywood ACA (Senior Statutory Auditor)

On behalf of Page Kirk LLP, Statutory Auditors

Sherwood House

7 Gregory Boulevard Nottingham

NG7 6LB

Date: 18 December 2024

Page Kirk LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

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Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £ (As restated)
Income and Endowments from:					
Donations and legacies	3	71,313	-	71,313	11,229
Charitable activities	4	85,369	1,183,591	1,268,960	1,179,029
Investment income	6	14,849	-	14,849	4,087
Total income		171,531	1,183,591	1,355,122	1,194,345
Expenditure on:					
Raising funds	7	(216)	-	(216)	(216)
Charitable activities	8	(78,883)	(1,131,081)	(1,209,964)	(1,071,955)
Total expenditure		(79,099)	(1,131,081)	(1,210,180)	(1,072,171)
Net income		92,432	52,510	144,942	122,174
Net movement in funds		92,432	52,510	144,942	122,174
Reconciliation of funds					
Total funds brought forward		636,633	14,271	650,904	528,730
Total funds carried forward	15	729,065	66,781	795,846	650,904

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

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Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £ (As restated)	Restricted funds £ (As restated)	Total 2023 £ (As restated)
Income and Endowments from:				
Donations and legacies	3	8,064	3,165	11,229
Charitable activities	4	148,946	1,030,083	1,179,029
Investment income	6	4,087	-	4,087
Total income		161,097	1,033,248	1,194,345
Expenditure on:				
Raising funds	7	(216)	-	(216)
Charitable activities	8	(144,684)	(927,271)	(1,071,955)
Total expenditure		(144,900)	(927,271)	(1,072,171)
Net income		16,197	105,977	122,174
Transfers between funds		207,255	(207,255)	-
Net movement in funds		223,452	(101,278)	122,174
Reconciliation of funds				
Total funds brought forward		413,181	115,549	528,730
Total funds carried forward	15	636,633	14,271	650,904

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Equation Nottinghamshire

(Registration number: 4517544)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	10	4,940	6,034
Current assets			
Debtors	11	215,646	251,195
Cash at bank and in hand	12	667,418	497,037
		883,064	748,232
Creditors: Amounts falling due within one year	13	(92,158)	(103,362)
Net current assets		790,906	644,870
Net assets		795,846	650,904
Funds of the charity:			
Restricted income funds			
Restricted funds	15	66,781	14,271
Unrestricted income funds			
Unrestricted funds		729,065	636,633
Total funds	15	795,846	650,904

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 7 to 25 were approved by the trustees, and authorised for issue on 18 December 2024 and signed on their behalf by:

Signed by:
F9959254949E40B...

Raina Mason

Trustee

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Equation Nottinghamshire

Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash income		144,942	122,174
Adjustments to cash flows from non-cash items			
Depreciation	7	6,794	4,893
Investment income	6	(14,849)	(4,087)
		136,887	122,980
Working capital adjustments			
Decrease/(increase) in debtors	11	35,549	(142,463)
Increase/(decrease) in creditors	13	11,341	(168,684)
(Decrease)/increase in deferred income	13	(22,545)	68,436
Net cash flows from operating activities		161,232	(119,731)
Cash flows from investing activities			
Interest receivable and similar income	6	14,849	4,087
Purchase of tangible fixed assets	10	(5,700)	(3,421)
Net cash flows from investing activities		9,149	666
Net increase/(decrease) in cash and cash equivalents		170,381	(119,065)
Cash and cash equivalents at 1 April		497,037	616,102
Cash and cash equivalents at 31 March		667,418	497,037
Reconciliation of net cash flow to movement in net funds			
Increase/(decrease) in cash		170,381	(119,065)
Net funds at 1 April 2023		497,037	616,102
Net funds at 31 March 2024		667,418	497,037

All of the cash flows are derived from continuing operations during the above two periods.

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Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Equation Nottinghamshire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Reclassification of comparative amounts

The comparative figures have been restated to correctly disclose:
• The unrestricted and restricted expenditure in the SOFA and fund note.
• Transfers made from restricted to designated funds (see note 15 Funds) in accordance with the charity's fund policy during the year.
We draw your attention to the "Transfers" disclosure included within note 15 Funds. The closing fund balances from the prior period are unchanged.

	Per 2023 accounts £	Prior year adjustment £	As restated £
Charitable activities expenditure - unrestricted	62,571	(207,255)	(144,684)
Charitable activities expenditure - restricted	(1,134,526)	207,255	(927,271)
Unrestricted fund transfer	-	207,255	207,255
Restricted fund transfer	-	(207,255)	(207,255)
	(1,071,955)	-	(1,071,955)

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

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Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

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Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures & fittings	20% straight line
Computer equipment	33% straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

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Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Operating leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight line basis over the lease term.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make estimates, assumptions and judgements about the carrying value of assets and liabilities which may not be readily apparent from other sources. The estimates and assumptions are based partly on historical experience while judgement incorporates less empirical factors considered to be relevant such as the current and potential future economic and political environment and the exercise of suitably cautious prudence.

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 amended where the change affects only that period, or in the period of the revision and future periods where the change affects both current and future periods.

The estimates, assumptions and judgements which have the potential to affect a material adjustment to the carrying value of assets and liabilities are as follows:

Deferred Income

Income is deferred to future periods where the funding agreements stipulate the time period for which the funding is provided.

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2 Charity status

The charity is limited by guarantee, incorporated in England and Wales and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 (£10 prior to the amendment of the Articles of Association on 15 November 2023) towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Castle Cavendish Works
Dorking Road
NOTTINGHAM
NG7 5PN

These financial statements were authorised for issue by the trustees on 18 December 2024.

3 Income from donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Donations and legacies;			
Donations	5,427	5,427	11,229
Gift aid reclaimed	401	401	-
Grants, including capital grants;			
Grants	60,082	60,082	-
Other income from donations and legacies	5,403	5,403	-
	71,313	71,313	11,229

4 Income from charitable activities

	Unrestricted funds Designated £	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Grants & donations	-	-	1,183,591	1,183,591	1,102,693
Training activity	74,779	10,590	-	85,369	76,212
Other income	-	-	-	-	124
	74,779	10,590	1,183,591	1,268,960	1,179,029

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5 Government grants

	Unrestricted General funds £	Restricted funds £	Total 2024 £	Total 2023 £
Nottingham City Council	31,237	361,054	392,291	375,274
Nottinghamshire County Council	10,000	369,575	379,575	291,577
Nottinghamshire Police and Crime Commissioner	700	245,350	246,050	104,123
	41,937	975,979	1,017,916	770,974

6 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	14,849	14,849	4,087

7 Expenditure on raising funds

a) **Costs of generating donations and legacies**

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Other direct costs of generating voluntary income	216	216	216

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8 Expenditure on charitable activities

The following table presents expenditure using a natural classification. Support costs have not been separately allocated and disclosed as the trustees believe they are immaterial to the financial statements.

Governance costs include audit fees of £4,670 (2023: £5,100).

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Staff costs	31,169	806,016	837,185	721,886
Depreciation	6,794	-	6,794	4,893
Events & training	469	10,270	10,739	9,314
Freelance workers	7,844	147,975	155,819	160,073
Insurance	409	8,645	9,054	8,557
Marketing & Social media	-	31,979	31,979	24,185
Office Administration	4,658	49,481	54,139	41,891
Payroll & professional fees	8,570	8,291	16,861	5,806
Repairs maintenance & equipment	84	2,801	2,885	6,607
Rent & utilities	269	24,475	24,744	26,691
Resources	9,107	10,338	19,445	23,759
Staff expenses	450	6,920	7,370	23,502
Staff training	828	22,118	22,946	4,855
Sundry expenses	69	1,772	1,841	344
Governance - staff costs	-	-	-	615
Governance - Accountancy fees	8,163	-	8,163	6,900
Governance - legal & professional fees	-	-	-	2,077
	78,883	1,131,081	1,209,964	1,071,955

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9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	755,297	651,432
Social security costs	62,872	51,548
Pension costs	19,016	19,521
	837,185	722,501

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2024 No	2023 No
Average number of employees	36	32

36 (2023 - 32) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £19,016 (2023 - £19,521). No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £170,882 (2023 - £127,960).

10 Tangible fixed assets

	Fixtures & fittings £	Computer equipment £	Total £
Cost			
At 1 April 2023	22,648	16,490	39,138
Additions	-	5,700	5,700
At 31 March 2024	22,648	22,190	44,838
Depreciation			
At 1 April 2023	22,648	10,456	33,104
Charge for the year	-	6,794	6,794
At 31 March 2024	22,648	17,250	39,898
Net book value			
At 31 March 2024	-	4,940	4,940
At 31 March 2023	-	6,034	6,034

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11 Debtors

	2024 £	2023 £
Trade debtors	200,560	240,172
Prepayments	15,086	11,023
	215,646	251,195

12 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	163	-
Cash at bank	667,255	497,037
	667,418	497,037

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	17,492	20,166
Other taxation and social security	14,872	-
Other creditors	6,199	5,860
Accruals	7,704	8,900
Deferred income	45,891	68,436
	92,158	103,362

	2024 £	2023 £
Deferred income at 1 April 2023	68,463	174,568
Resources deferred in the period	45,891	68,463
Amounts released from previous periods	(68,463)	(174,568)
Deferred income at year end	45,891	68,463

14 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

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	2024 £	2023 £
Land and buildings		
Within one year	2,397	16,200
Between one and five years	-	2,397
	2,397	18,597
Other		
Within one year	1,013	1,013
Between one and five years	3,038	4,051
	4,051	5,064

The amount of non-cancellable operating lease payments recognised as an expense during the year was £17,213 (2023 - £17,213).

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Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2024

15 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General				
General fund	147,505	96,752	(79,099)	165,158
	147,505	96,752	(79,099)	165,158
Designated				
Children & Young People	261,544	53,107	-	314,651
Campaigns & Communications	14,879	71	-	14,950
Training	93,227	13,789	-	107,016
Survivors & perpetrators	94,772	7,812	-	102,584
Redundancy sickness & parental reserve	23,663	-	-	23,663
Working projects	1,043	-	-	1,043
	489,128	74,779	-	563,907
Total unrestricted funds	636,633	171,531	(79,099)	729,065
Restricted funds				
Children & Young People	-	329,032	(316,727)	12,305
Campaigns & Communications	-	34,451	(31,161)	3,290
Training	-	210,904	(209,202)	1,702
Survivors & perpetrators	-	602,055	(566,842)	35,213
Working projects	14,271	7,149	(7,149)	14,271
Total restricted funds	14,271	1,183,591	(1,131,081)	66,781
Total funds	650,904	1,355,122	(1,210,180)	795,846

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Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2022 £	Incoming resources £ (As restated)	Resources expended £ (As restated)	Transfers £ (As restated)	Balance at 31 March 2023 £ (As restated)
Unrestricted funds					
General					
General fund	131,308	161,097	(144,900)	-	147,505
	131,308	161,097	(144,900)	-	147,505
Designated					
Children & Young People	156,078	-	-	105,466	261,544
Campaigns & Communications	8,691	-	-	6,188	14,879
Training	48,632	-	-	44,595	93,227
Survivors & perpetrators	44,809	-	-	49,963	94,772
Redundancy sickness & parental reserve	23,663	-	-	-	23,663
Working projects	-	-	-	1,043	1,043
	281,873	-	-	207,255	489,128
Total unrestricted funds	413,181	161,097	(144,900)	207,255	636,633
Restricted					
Children & Young People	69,750	331,174	(295,458)	(105,466)	-
Campaigns & Communications	313	83,796	(77,921)	(6,188)	-
Training	34,052	115,174	(104,631)	(44,595)	-
Survivors & perpetrators	11,434	411,078	(372,549)	(49,963)	-
Working projects	-	92,026	(76,712)	(1,043)	14,271
Total restricted funds	115,549	1,033,248	(927,271)	(207,255)	14,271
Total funds	528,730	1,194,345	(1,072,171)	-	650,904

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The specific purposes for which the funds are to be applied are as follows:

Children & Young People - Restricted Fund – This restricted fund is allocated to the 23-24 school year that extends beyond our financial year and as a result, some funding is restricted to deliver programming to schoolchildren before breaking for summer.

Campaigns & Communications - Restricted Fund – This restricted fund represents a variety of wrap-up activities for commissioned Campaigns and provides resources for a variety of client groups.

Resources - Restricted Fund – This restricted fund was merged with the Campaigns & Communications Fund.

Training - Restricted Fund – This restricted fund is allocated to provide training and workforce development seminars for both Nottingham and Nottinghamshire professionals and to conclude specialised projects for STRIDE and Postcode Lottery.

Survivors & Perpetrators - Restricted Fund (formerly Men's Services) – This restricted fund will be used to provide counselling and support to male survivors of domestic abuse within Nottingham and Nottinghamshire.

Working Projects - this was used to track a number of specific funded projects.

The unrestricted reserves for each project have been put into designated funds to reflect where the funds have come from and to further that particular project's activities.

It is the intention that for each project, this fund will include an amount equivalent to approximately 3 months' running costs in the event of winding up the company and to fund investment into new program development within the projects.

Children & Young People - Designated fund for monies identified as the unrestricted element of the total funds for Children & Young People.

Campaigns & Communications - Designated fund for monies identified as the unrestricted element of the total funds for Campaigns & Communications.

Training - Designated fund for monies identified as the unrestricted element of the total funds for Training.

Survivors & Perpetrators - Designated fund for monies identified as the unrestricted element of the total funds for these services.

Redundancy, sickness, maternity & paternity - Funds for employment costs as stated.

Transfers

The charity has grant income shown as restricted for which all grant conditions have been met and it is not expected that funds will be recovered by the funder. Where the charity has made surpluses on this income, the charity deem that, having complied with grant conditions and established that funds will not be

recovered by funders, the remaining funds are no longer restricted. The charity still endeavours to spend these residual funds in accordance with the original purposes set out by the funders. On these bases, the charity's policy during the year ended 31 March 2023 was to transfer these funds from restricted funds to designated funds bearing the same name at the year end.

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16 Analysis of net assets between funds

	Unrestricted			2024
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	4,940	-	-	4,940
Current assets	192,214	563,907	126,943	883,064
Current liabilities	(46,267)	-	(45,891)	(92,158)
Total net assets	150,887	563,907	81,052	795,846

	Unrestricted			2023
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	6,034	-	-	6,034
Current assets	176,396	489,129	82,707	748,232
Current liabilities	(34,926)	-	(68,436)	(103,362)
Total net assets	147,504	489,129	14,271	650,904

17 Fees payable to Auditor

During the period, the fees payable to the charity's Auditor are analysed as follows:

	2024	2023
	£	£
Audit services	5,604	5,100
	5,604	5,100

18 Taxation

The charity is a exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to charitable objects.

19 Trustees remuneration and expenses

One trustee was reimbursed for travel expenses in the period of £30 (2023: £51).

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

20 Related party transactions

There were no other related party transactions in the year.

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21 Financial instruments

Categorisation of financial instruments

	2024 £	2023 £
Financial assets that are debt instruments measured at amortised cost	867,978	737,209
Financial liabilities measured at amortised cost	26,470	30,270

Items of income, expense, gains or losses

The total interest income for financial assets not measured at fair value through profit or loss is £14,849 (2023 - £4,087).

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WHERE TO FIND MORE INFORMATION

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EQUATION NOTTINGHAMSHIRE

England & Wales - Charity number 1140240

Accounts

equation

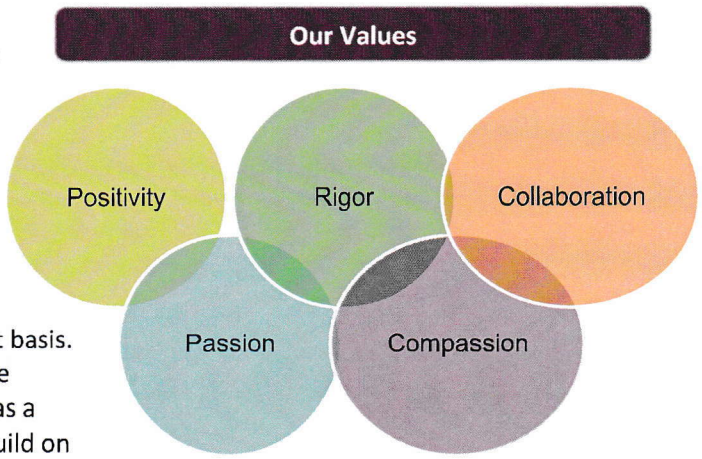
equal relationships free from abuse

Annual Report
Report 22-23

Registered Charity No: 1140240

Message from our Chair

'Our goal is for everyone to have equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality'



This year, as we have emerged more clearly from Covid, the management committee and staff team have been able to take stock of the aftermath of the pandemic and the impact both from a funding perspective and for our service users. The team have examined priorities and funding challenges and opportunities, in order to improve and enhance our services.

We are extremely pleased that we have now appointed Anthea Tainton as CEO, on a permanent basis. Anthea brings with her, front-line knowledge of the organisation (as a previous Head of Service) and has a strong network both internally and externally to build on Equation's strengths and address current challenges. We were also fortunate to have an experienced CEO, Val Lunn, as interim CEO whilst we recruited to the permanent post and this meant that the team were able to gain valuable and critical insight from someone who had previously led organisations similar to as Equation.

The Equation Team

As always, the Equation team of staff, volunteers and freelancers is at the heart of everything we do. Whilst this has been a year of change within the staff teams, it has also been one of determination, positivity and development and I could not be prouder of everyone who contributes to our work.

We said goodbye to some members of the staff team, including Adrian Thorpe, Andy Lawton-Collins, Anna Clark, Carrie McNabb, Claire Taggart, Jack Webster, Kath Crowther, Olwen Davies, Olwen Edwards, Rachel Birch, Sharon Williams, Sian Diaz, Tasnuva Purna and Zahra Butt and wish them every success in the future and we welcome Emma Redfearn, Louise Davies, Martha Speed, Jonathan Steer, Leah Duber, Lorna Tam, Lisa Meakin, Letitia Dowell-Browne and Kinga Sawras to the team.

I would also like to thank our Board of Trustees, each of whom volunteer their time to support, guide and monitor the work of the organisation. Particular thanks to our outgoing Chair, Anne Partington and outgoing Treasurer, Jacqueline Davidson, both of whom retired this year. We wish them well and are grateful for their years of support and work for Equation.

Our Achievements & Plans

Our achievements over the last year include:

- Achieving Respect Accreditation which is an important acknowledgement of the quality of services we provide to men experiencing domestic abuse. It is also important for future developments of the service as we expand into other geographical locations alongside national partner agencies such as Refuge

- Developing our training resource so that it has remained relevant, including the Domestic Abuse Act 2021 and working in partnership with a multitude of other organisations locally and nationally.
- Recruitment of a more diverse, broader skilled Board of Trustees – this was a key propriety previously and we have been able to successfully deliver it.
- Due to the retirement of some key board members, we have been able to use this opportunity to expand and enhance the Board, which includes those with strategic development and business skills.

Our plans for the next year include:

- The Board's key focus this year will be to focus on the development of our long-term strategy and business plan to implement that strategy. We intend to increase the number of Board members this year to assist with this, without losing the resource needed for Board members to support Equation generally.
- The Board intend to develop an effective Trustee induction programme with links in with the staff team, for them to better understand and engage with the Board.
- To successfully tender for a long-term funded perpetrator programme to ensure Equation are working across the community to reduce domestic abuse
- To ensure Equation have adequate resources and operate with a financially sustainable model.
- Sustained our grants and community fundraising income.
- Strengthened our resources to manage the organisations finances.

Raina Mason, Co-Chair of Trustees, Equation

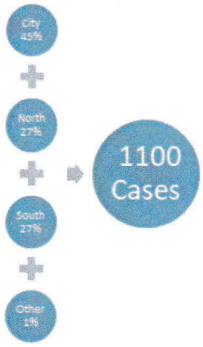
Workstream Reports

Survivors & Perpetrators

There are three main support service areas under the Survivors & Perpetrators arm of Equation. The men's helpline and men's IDVA (high & medium risk) service, which also caters for IOM referrals. The IDVA team also cover a separate strand of work of non-DA Stalking cases. The second and third elements of the teams' work are; the Safer Accommodation and Outreach service which caters for men and LGBTQ+ and the Perpetrator Programme called the Your Choice Project.

The Men's Service has a professional, skilled, dedicated, passionate team and as at 31/03/23 this consisted of Head of Service, Service Manager, 4 IDVAs, 1 Helpline & Admin Project Worker and 1 Safe Accommodation Outreach Worker. We had 1 vacancy in the Helpline Service (now filled) and 1 vacancy in the City Safe Accommodation Support and Outreach Service (recruiting). Team members have specialisms consisting of a Stalking Prevention Champion, DVDS Champion, DVPO Champion, YCP Partner Support Champion and LGBT+ Champion.

Referrals:



The Men's Service received 1100 referrals in 2022/23. 302 more than last year, this being an increase of 38%.

45% of referrals came from the City, 27% from County South, 27% from County North with 1% providing no address.

Our main referral source was the Police with 66% followed by Self Referrals at 12%.

Referrals were made to the following services:

- 65% to Standard/Medium Risk Support Service
- 15% to High Risk Support Service
- 11% to Helpline Support Service
- 3% to Non DV Stalking Support Service
- 3% to Safe Accommodation Support Service
- 1% to DVPN/O Support Service
- 1% to IOM Support Service
- 1% to DVDS Support Service

45% of referrals were accepted into service/accessed support.

<u>Accepted Referrals:</u>

- Service users with children: 38%
- Services users with vulnerabilities: 39% with disability, 36% with mental health issues, 27% no recourse to public funds, 11% with physical health issues, 7% alcohol dependency, 4% drugs dependency.
- Abuse suffered by service users: Emotional 75%, Financial 28%, Jealous/Controlling behaviour 39%, Physical 59%, Sexual 8%, Harassment/Stalking 25%

- Abuse perpetrated by: Ex Intimate Partner 35%, Current Intimate Partner 20%, Son 11%, Brother 4%, Mother 3%

Support outcomes:

Services users reported their support resulted in:

- Improved feeling of safety 75%
- Improved feeling of confidence 76%
- Improved ability to make own decisions/choices 66%
- Improved networks of support 56%

Service user feedback:

65 service user feedback questionnaires were completed during this financial year reporting the following in terms of satisfaction:

- 73% said coming to the Service made a positive difference in their life
- 72% said their privacy was respected
- 66% said they were able to access the service quickly
- 75% said they were listened to and believed by staff
- 73% said they were supported to make their own choices
- 73% said they were supported to talk about their experiences of violence and abuse
- 73% said they would come back to the service again if they needed to
- 73% said they would recommend the service to family or friends
- 74% said staff were knowledgeable and competent
- 75% said the service was non-judgmental
- 74% said the service met their needs effectively
- 75% said the service understood and respected their particular needs

And reporting the following in terms of qualitative feedback:

"I can't thank you enough for what you've done for me. Everyone needs support in tough times, and you did exactly that. You've done an amazing job [IDVA] and I just can't thank you enough. I thank you for your patience and care. You've been with me from the start of my journey, thick and thin, you've been there"

"I feel more settled and really grateful to the support that Equation has provided me with, I feel able to move on with my life feeling more engaged and supported with my community, family and friends. Thank you for your support over this time."

"I felt like someone was genuinely listening to me as if I was human after a long time. I cried but felt safe in doing so."

"If it was not for Equation, I would have been homeless as I had no idea where to go and what to do."

"Last year he showered me with gifts as he always had done in the past. All I wanted was for him to respect me and talk and behave to me like I was an equal to him. If not that then at least all I could wish for was to not live in fear of what he may do or say and how awful he made me feel. Little did I know that in 3 months I would be free and not living in fear anymore. This year I am choosing to spend Christmas alone to reflect on the last 12 months and look forward to the future. Without the

help and support from [IDVA] and the lovely people at the end of the phone from Equation I can't image where I would be now I have a lovely flat in a lovely area and for the first time in years I'm starting to feel good about myself and life in general. Above all though I feel safe and (yes that word again) not living in fear. Thank you to everyone but of course a huge thank you to [IDVA] who I really do believe saved my life I will never ever forget any of you."

Successes in 2022/23 and developments for 2023/24:

The Men's Service completed the Respect Male Victims Accreditation which was passed successfully by the Respect Assessor. This was celebrated at an event for staff, commissioners and partners.

We secured Nottinghamshire County Council funding to improve the Helpline Support Service which means an extension of Helpline hours commencing this next financial year.

We secured Nottinghamshire County Council funding for a County Safe Accommodation Support Service which will be launched in April 2023.

We secured Nottinghamshire City Council funding to continue the City Safe Accommodation Support and Outreach Service for Men and LGBT+ survivors for a further 12 months, commencing April 2023.

We created the DVDS Support Service and worked with the Police to develop referral pathways. We will be raising awareness about this service this next financial year.

We created the DVPO Support Service and worked with the Police to develop referral pathways.

We agreed a partnership with Refuge Warwickshire to deliver a domestic abuse support and outreach service for men in Warwickshire which will be launched in April 2023.

We hope to continue to deliver a Non DV Stalking Support Service and Domestic Violence Perpetrator Programme Service this next year, after the current contracts come to a end.

These are exciting times for the Men's Service and Equation!

Children and Young People

During 2022-23 Equation have continued to engage children, young people, parents, and teachers with preventative projects focussed on raising awareness of healthy relationships and domestic abuse.

A funding commitment from the OPCC enabled the CYP service to increase the number of awareness programs delivered which led to more CYP accessing specialist healthy relationships education.

We are currently delivering:

110 **GREAT Projects**

69 **Equate Projects**

18 **Targeted Projects**

17,005 **children and young people engaged**

240+ **professionals access awareness training**

18,000+ **resources distributed**

Resource Distribution:

Equation was able to develop a number of new support resources for pupils in secondary schools to complement the delivery and key messages of the Equate programme. Other notable additions to CYP resource distribution include the distribution of pens containing support services information, these have been given out to pupils and professionals.

Key Developments:

- Establishing a professional relationship with Nottingham Forest Academy and Nottingham Forest Community Trust which has enabled a partnership with Equation to deliver healthy relationships education to their young people.
- OPCC funding has enabled Equation to begin a pilot piece of work engaging SEN schools to develop bespoke sessions and resources for their pupils. A consultation plan has been implemented, findings of which will be evaluated over the coming year to enable a specialist approach to delivering healthy relationships education in SEN schools across Nottingham/shire.
- Children in Need funding has given Equation the opportunity to further develop and establish a project for young people where there is an link between domestic abuse and weapon related experiences. The U Lead project now has its own identity, name and resources. Young people led the development and steer of the project. A final report demonstrated the success of the project and Equation aims to use this for future funding bids.

Future Plans:

Equation continues to be innovative and develop educational sessions and resources to meet the needs of children and young people. Over 2023-24 the team plans to:

- Continue to increase the number of schools and children and young people accessing healthy relationships education
- Establish the sessions and resources for SEN schools
- Further deliver the U Lead programme
- Develop Know More and Choices to stay engageable, update activities and content to reflect changes of issues that young people are experiencing

- Continue to build capacity into the CYP team.

Campaigns and Resources

Overview:

Equation focused on 5 campaigns:

- Reel Respect
- World Cup and Christmas Domestic abuse awareness campaign
- Help a Friend
- Help a Colleague
- Cut it out.

Equation has long been part of the consent coalition against sexual violence. In 2023 the Campaigns and Communications manager also joined the consent coalition's creative team and has been involved in the development and launch of the new A-Z night-time version.

Cause Day Awareness Day action was focused on Pride, International Women's Day, Sexual Violence awareness week and stalking week.

Equation continued to coordinate sector communications in City and county by way of a quarterly meetings.

Equation continues to chair the local sector Domestic Abuse Communications group. Since the end of COVID-19 these have returned to being run quarterly, with sub-groups held in between for focusing on key cause awareness communications projects such as stalking week and 16 days. Attendance varies, but partners from all commissioned DV services are included as well as all statutory funders.

Events

150+ people were reached at 4 events held by equation as part of its Reel Equality and Reel Respect Film Clubs. Equation also attended various outreach events throughout the year with a big focus on university wellbeing events, community events such as pride, and some sector events.

We are currently reaching:

60,166 **Resources distributed**

1,994 **Newsletter subscribers**

146,307 **Unique website views**









Key Developments:

Blog strategy

Over the past year, equation has focused on increasing blog content on it's website which has seen an increase of web hits over previous years. There has been a particular focus on blogs to promote equation's domestic abuse services for men, which have seen an increase in self-referrals over the same timeframe. We have also created multiple blogs on tech abuse to support the new practitioners' network. Our blog about the Depp V Herd defamation case received 398 views in the in days surrounding it's posting and was widely shared on social media demonstrating equation's expertise. The contents focused on research-backed evidence and best practice relevant to themes covered in the case.

Website

Aside from the implementation of our blog strategy, we've also worked on improvements to our 'Get Help' section, improving the quality of information available to survivors or all genders. We've also increased content for friends and perpetrators.

The most popular content on our website has been:

- Information for male survivors
- Information about the domestic abuse act
- Training information
- Information about equation's targeted projects for young people at risk

Our website remains mainly viewed by professionals due to our reputation as a strong resource for professionals looking to improve their responses to domestic abuse.

Help a Friend

Last year we identified that the Help A Friend content made in 2016 is no only resonating with over 45s. This year we had a big focus on generating content for 16-45 year olds. In carrying out this work, we've trailed a new style of animation and also videography to see how Help A Friend can develop futher in the coming year in line with current social media trends.

Help a Colleague

For International women's day 2023, equation developed in-house, content for a workplace version of help a friend. This has initially been rolled out to public sector organisations. The campaign includes assets such as email signatures, screensavers and content for internal intranets.

World Cup

Equation had good success with it's world cup and Christmas campaign. Usually we avoid running campaigns at this time of year due to the increased cost of advertising during this period. To save money, equation developed bespoke world cup content in house which was very well received. The majority of funds available were allocated to advertising across outdoor media (buses, billboards and telephone booths) and across social media.

Resources

Equation's helpline posters continue to receive good feedback and good engagement. This year development was minimal but LGBT signposting on the existing designs was strengthened.

Reel Respect

After its launch last year, Reel Respect held three, free, community screenings during October half term aimed at low-income families during the start of the cost-of-living crisis. The events were well attended and left participants with resources on domestic abuse, support for households in poverty, and aimed to increase young people's sense of self-worth, a key objective in preventing domestic abuse.

Cut it Out

After launching Cut It Out last year, a campaign aimed at educating hairdressers, beauticians and tattooists in responding to signs of domestic abuse, we've continued to support the training team in promoting sessions aimed at this professional demographic.

Future Plans:

Translations of more resources

Work has commenced to translate equation's discreet info cards for men and LGBT into the same 12 languages available for the men. In 2023-4 equation will work to include more languages, this will likely include Ukrainian.

DV Reporting Booklet

Work commenced on a domestic abuse reporting booklet in 20223 which will be continued into and delivered in 2023-4.

DVDS comms – Right to Ask Campaign

Work has commenced on a print and digital campaigns pack to increase awareness of the Domestic Abuse Disclosure Scheme (Claire's Law) which will be delivered in early in 2023-4.

Update of Help A Friend campaign

A big focus for this year will be to complete the update of our Help A Friend campaign. A campaign development plan has been prepared which conceptualises not only updating the look and feel of the campaign to current trends, but to also increase the forms and contexts of abuse the campaign demonstrates.

Incell response / Allies

Following a spike in misogynist attitudes among young people in the past year, equation has developed a communications plan addressing problematic attitudes shared among young people following consultation with freelancers that deliver our sessions for children and young people in school settings.

We've also begun to develop content for allies of all genders but with a focus on men, which will be developed further in 2023-4 with partners. We intend to pilot a 'Who's Ya mate' sister campaign to Help A Friend which focuses on how men can challenge misogynist behaviour among their friends, and provide information on how to respond if you're concerned your friend is abusive to their partner or family.

Workforce Development and Training

Overview:

During 2022 – 2023 Equation continued to train professionals and volunteers on domestic abuse in a wide variety of subject areas relating to domestic abuse.

This year we developed new sessions that would ensure that emerging themes relevant for professionals and reflecting the experiences and support needs of survivors were addressed. This included a rewrite of a new session targeted at hairdressers called Cut it Out. Training modules were refreshed including – Coercive Control, considering the ongoing impacts of the Domestic Abuse Act. Non-Fatal Strangulation information has also been incorporated into a range of the Equation trainings, including DASH RIC and Coercive Control. We have also developed a new training session 'Working With Young Men Experiencing Domestic Abuse'.

Partnership work has continued in a range of areas, including work on developing pathways and responses to non-fatal strangulation. Work with the Girls, Women and Violence network and the ongoing development and delivery of Non-Domestic Abuse Stalking Training.

An e-learning module for the Nottingham PDU (Practice Development Unit) on gender-responsive practice was completed.

We are currently delivering:

151 **Training sessions delivered**

2583 **Professionals trained**

191 **Delegates attended ICS Staff Support Hub**

3 **Seminars delivered**

Key Developments:

- Development of working with young men experiencing domestic abuse
- Refreshing of and delivery of teen abuse training through Juno
- Updated the multiple perpetrator guidance for Nottingham City. Seminars delivered on: Multiple Disadvantage and Domestic Abuse, Domestic Homicide Learning Outcomes
- Domestic Homicides Through a Sex Industry Lens
- Work on DHR (Domestic Homicide Review) Learning Dissemination Strategy

National and local Partnerships:

During this period, we also developed or continued national and local partnerships to enhance the knowledge base of local practitioners, this included:

- Work with Beyond The Streets to develop seminar on DHR's and the sex industry.
- Work with Mark Dalton (DHR author) to develop seminar on DHR learning outcomes.
- Delivery of Domestic Abuse Matters training in Partnership with the Police.

- Started to work with County partners on developing the Children Affected by Domestic Abuse Project.
- Partnership delivery of the MARAC and DASH RIC training for Nottingham City

Future Plans:

Equation continues to develop training to ensure that professionals and volunteers can respond effectively. Plans include:

- Developing training on domestic abuse, older adults and adults with care and support needs
- Refreshing training on supporting survivors from Black, Ethnic and Minoritized communities
- Development of learning opportunities on supporting survivors with Protected Characteristics
- Develop non-fatal strangulation briefing
- Working in partnership on the dissemination of DHR Learning Outcomes
- Development of DASH RIC and MARAC training once review completed
- Work on Domestic abuse in rural communities

Message from our Treasurer

The accounts presented cover the 12-month period from 1st April 2022 to 31st March 2023.

Equation's total income for 2023 equated to £1,194mln, an increase of £199k (20%) on the previous year of £995k.

Statutory Grant income in year equated to £1,103 mln, an increase of £266k (31.7%) on the previous year of £837k.

The main funders made up off Nottingham Crime and Drugs Partnership, Nottinghamshire Police Crime Commissioner, Big Lottery, and Nottinghamshire County Council.

Donations received from various sources and Equation is once again very grateful for the continued support of our funders.

Income from Donations generated equalled £11k, a decrease of £31.5k (-74.1%) on the previous year of £42.5k. This has been significant drop in last two years and it will in the centre of the fundraising activities.

Further income of £80k has been received for sales of resources and school projects, fundraising events, and training, a decrease of £35k (30.5%) on the previous year of £115k.

Charitable activities expenditure for 2023 equalled £1,072mln for the 12-month period, an Increase of £236k (28.2%) on the previous year of £836k.

The average number of employees increased by 3 from 29 to 32 during the year with associated payroll costs increased by £149k (26%)

The cost of paid staff working for Equation totalled £723k in year and self-employed freelance workers totalled £160k, the total accounting for 82.4% of the total costs.

At the end of the period, the charity had total surplus of £637k of unrestricted funds. £68k or 11% of those funds will be carried forward to financial year 23/24 so we could complete projects which were not completed by the end of March 2023. £14.2k of restricted income carry forward relates to Tech Abuse Project funding.

Total Cash at Bank and in Hand stands at £497k and that is decrease of £119k, comparing to the previous year.

Thank yous!

Equation and the Trustees sincerely thank everyone who has provided financial support to the charity during the financial year, including our partners and donors without whom we couldn't do any of our life changing work.

We would also like to thank the staff for their professionalism, passion and dedication to Equation and continued efforts to further improve Equation's financial position.

Rogers Spencer were appointed as the accountants to Equation during the year. We would therefore extend our thanks to them for their audit of Equation's books and for presenting the accounts for this annual report.

We would like to thank Community Accounting Plus for providing payroll support and advice during the year.

We would also like to thank all the staff at Equation for their continual hard work, which has directly contributed to the continued strength of the financial position this year.

Finally, we would like to thank Jacqui Davidson, trustee and treasurer who resigned in April 2023. Jacqui worked hard to make sure that Equation's annual reports and budgets were accurate and to reflect Equation's financial position as accurately as possible.

Equation Nottinghamshire

Reference and Administrative Details

Trustees

Raina Mason

David Igoche

Tim Sorrell

Alexandra Joseph

Emily Bairstow

Jayne Forbes

Jacqui Blakemore

Alice Cross

Katherine Wiggan

Senior Management Team

Sharon Williams, CEO Resigned (05/05/22-31/12/22)

Val Lunn, Interim, CEO Resigned (01/12/22)

Anthea Tainton, CEO (01/05/23)

Carrie McNabb, Head of Service: Finance and Business Development Resigned (22/07/22)

Anthea Tainton, Head of Service: Children & Young People

Marie Bower, Head of Service: Survivors & Perpetrators

Charity Registration Number

1140240

Company Registration Number

4517544

Registered Office

Castle Cavendish Works

Dorking Road

NOTTINGHAM

NG7 5PN

Auditor

Rogers Spencer

Newstead House

17 Pelham Road

Nottingham

NG5 1AP

Equation Nottinghamshire

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2023.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Raina Mason

David Igoche

Tim Sorrell

Alexandra Joseph

Emily Bairstow

Jayne Forbes

Jacqui Blakemore

Alice Cross

Katherine Wiggan

Anne Partington Resigned 01/05/2023

Jacqui Davidson Resigned 01/05/2023

Kelly Bennaton Resigned 02/08/2023

Holly Venn Resigned 30/04/2023

Stephanie James Resigned 08/06/2023

Michael West Resigned 21/12/2022

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 22 August 2002 and most recently amended December 2022. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

Arrangements for setting pay and remuneration of key management personnel.

Salaries of key management staff are based on pay policy which was reviewed in July 2021. Pay review was done by staff and all employees including key management staff were graded according to their responsibilities. Benchmark were salaries of local charities with similar turnover and number of employees to Equation.

No members of the trustee board received any remuneration during the year. There were only travel costs for, at the time, Chair of Trustee Board Anne Partington who went to event related to Queen's Award for Volunteer Service. Expenses for train ticket amounted to £50.90.

Recruitment and appointment of trustees

Equation currently has a committee made up of 9 members who meet on a six weekly rotation and are responsible for the strategic direction and policy of the charity. At present the charity has members from a variety of professional backgrounds relevant to the work of the charity.

The charity recruit from across the community with a particular view to involving people with specific management skills and committed to combating domestic violence. All committee members are required to undertake mandatory training in identifying and understanding the impacts of domestic violence.

Induction and training of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles, are known as members of the Management Committee. Under the requirements of the Articles of Association, the members of the Management Committee are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

Trustees are required to undertake the Understanding and Responding to Domestic Violence and Abuse and Challenging Domestic Violence Course to familiarise themselves with the work of the charity and the context within which it operates. Equation's induction programme introduces trustees to the organisation, staff and projects and includes the obligations of the Directors. Resources are drawn from Charity Commission's guide "the Essential Trustee" and also NCVO's advice and support for Trustees.

Risk management

The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems and procedures to manage those risks. A risk register has been established and is updated quarterly. Where appropriate, systems and procedures have been established to mitigate risks the charity faces.

The trustees consider that not having a traditional fundraising team impacts Equation's income from trusts and community fundraising significantly. It has been addressed as one of the charity's major financial risks.

Trustees and key management have highlighted the risk of losing staff due to cost-of- living increase. This could have negative impact on our Equation operation ability and ability to deliver agreed targets.

Organisational structure

The management of the organisation was delivered by the two workstream managers who were responsible for ensuring that the charity delivers the services specified, the key performance targets are met and the day to day operation of the offices. This was adjusted from January 2015 so that the organisational management of the charity is now managed by a Chief Executive Officer. Individual supervision is carried out by the appropriate workstream manager who also ensures that the team continues to develop their skills and working practice.

Objectives and activities

Objects and aims

Equation aims to challenge, prevent and reduce domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work.

Our charity's purposes, as set out in the objects contained in the company's articles of association are:

• To promote for the public benefit the provision of services directed toward the prevention of domestic violence and the relief and support of persons who have been or are affected by domestic and sexual violence in Nottinghamshire in particular but not exclusively by the provision of training, workshops, seminars and information.

• To advance the education of voluntary and statutory agencies, professionals and the public at large in all aspects of domestic and sexual violence, its causes and prevention.

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity. In particular, the trustees consider how planned activities will contribute to the aims and objectives the organisation has planned.

Our main objectives for the year continued to be:

• To promote and enable an effective response towards domestic abuse and sexual violence.

• To promote a culture where domestic abuse and sexual violence is considered unacceptable.

• To promote a culture where people understand and aspire to a healthy relationship.

• To promote an understanding of the way gender inequalities, influence domestic abuse and sexual violence;

• To ensure that Equation continues as a relevant, efficient, and sustainable force in combating domestic abuse and sexual violence.

The strategies we used to meet these objectives included:

• Delivery of an in-demand, effective, topical training and awareness programme.

• Development of resources to improve access to services, increase safety and promote effective practice.

• Scoping and establishing new potential areas of service provision.

• To create a sustainable organisation through marketing, funding, business development and financial security.

Public Benefit

All our charitable activities focus on challenging, preventing and reducing domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work. These activities are undertaken to further our charitable purposes for the public benefit and are described throughout the remainder of the report.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Statement of Trustees' Responsibilities

The trustees (who are also directors of Equation Nottinghamshire 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.
- state whether applicable UK Accounting Standards have been followed.
- 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.

Small companies provision statement

This report has been prepared in accordance with the small companies' regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 8/11/23 and signed on its behalf by:

.....

Raina Mason Trustee

Charity registration number 1140240

Company registration number 04517544 (England and Wales)

EQUATION NOTTINGHAMSHIRE

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

EQUATION NOTTINGHAMSHIRE

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EQUATION NOTTINGHAMSHIRE

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF EQUATION NOTTINGHAMSHIRE

Opinion

We have audited the financial statements of Equation Nottinghamshire (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our knowledge and experience of the charity sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting relevant correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Other matters

The prior period financial statements were not audited.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF EQUATION NOTTINGHAMSHIRE

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

M. Bail

Melvin Bailey FCCA DChA
(Senior Statutory Auditor)
Rogers Spencer

8/11/23

Chartered Accountants
Statutory Auditor

Newstead House
Pelham Road
Nottingham
NG5 1AP

Rogers Spencer is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EQUATION NOTTINGHAMSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	8,064	3,165	11,229	42,518	-	42,518
Charitable activities	4	153,033	1,030,083	1,183,116	115,352	837,293	952,645
Total income		161,097	1,033,248	1,194,345	157,870	837,293	995,163
Expenditure on:							
Raising funds	5	216	-	216	2,629	-	2,629
Charitable activities	6	(62,571)	1,134,526	1,071,955	(11,935)	848,289	836,354
Total expenditure		(62,355)	1,134,526	1,072,171	(9,306)	848,289	838,983
Gross transfers between funds		-	-	-	11,258	(11,258)	-
Net income/(expenditure) for the year/ Net movement in funds		223,452	(101,278)	122,174	178,434	(22,254)	156,180
Fund balances at 1 April 2022		413,181	115,549	528,730	234,747	137,803	372,550
Fund balances at 31 March 2023		636,633	14,271	650,904	413,181	115,549	528,730

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

All income and expenditure derive from continuing activities.

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

EQUATION NOTTINGHAMSHIRE

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	**11**		6,034		7,506
Current assets					
Debtors	**12**	251,195		108,732	
Cash at bank and in hand		497,037		616,102	
		748,232		724,834	
Creditors: amounts falling due within one year	**13**	(103,362)		(203,610)	
Net current assets			644,870		521,224
Total assets less current liabilities			650,904		528,730
Income funds					
Restricted funds	**16**		14,271		115,549
Unrestricted funds					
Designated funds	**17**	489,129		281,873	
General unrestricted funds		147,504		131,308	
			636,633		413,181
			650,904		528,730

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 8/11/23

.....

R Mason

Trustee

Company registration number 04517544

EQUATION NOTTINGHAMSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**21**		(115,644)		267,260
Investing activities					
Purchase of tangible fixed assets		(3,421)		(11,258)	
Net cash used in investing activities			(3,421)		(11,258)
Net (decrease)/increase in cash and cash equivalents			(119,065)		256,002
Cash and cash equivalents at beginning of year			616,102		360,100
Cash and cash equivalents at end of year			497,037		616,102

1 Accounting policies

Charity information

Equation Nottinghamshire is a private company limited by guarantee incorporated in England and Wales. The registered office is Castle Cavendish Works, Dorking Road, Nottingham, Notts, NG7 5PN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity 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.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

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

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Research and development expenditure

Research expenditure is written off against profits in the year in which it is incurred. Identifiable development expenditure is capitalised to the extent that the technical, commercial and financial feasibility can be demonstrated.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% straight line
Computers	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 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 charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2023	2023	2023	2022
	£	£	£	£
Donations from individuals	8,064	3,165	11,229	20,814
Government grants	-	-	-	10,497
Grants from other charities	-	-	-	11,207
	8,064	3,165	11,229	42,518

4 Income from charitable activities

	2023	2022
	£	£
Grants	1,102,693	837,086
Training activities and projects	76,212	115,397
Other income	4,211	162
	1,183,116	952,645
Analysis by fund		
Unrestricted funds	153,033	115,352
Restricted funds	1,030,083	837,293
	1,183,116	952,645

5 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Fundraising costs	216	2,629
	216	2,629

6 Expenditure on charitable activities

	Total 2023	**Total 2022**
	£	**£**
Staff costs	721,886	573,292
Depreciation	4,893	4,368
Events and training	9,314	818
Freelance workers	160,073	96,138
Insurance	8,557	8,767
Marketing and social media	24,185	17,367
Office administration	41,891	34,834
Payroll and professional fees	5,806	10,697
Repairs, maintenance and equipment	6,607	8,955
Rent and utilities	26,691	20,360
Resources	23,759	16,609
Staff expenses	23,502	29,305
Staff training	4,855	6,941
Sundry expenses	344	1,630
	1,062,363	830,081
Share of governance costs (see note 7)	9,592	6,273
	1,071,955	836,354
Analysis by fund		
Unrestricted funds	(62,571)	(11,935)
Restricted funds	1,134,526	848,289
	1,071,955	836,354

7 Governance costs

	2023	2022
	£	£
Staff costs	615	597
Accountancy fees	6,900	1,860
Legal and professional fees	2,077	3,816
	9,592	6,273

Governance costs includes audit fees of £5,100 (2022- £nil) and independent examination fees of £nil (2022- £1,000).

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
	32	29

Employment costs	2023	2022
	£	£
Wages and salaries	651,432	519,786
Social security costs	51,548	37,434
Other pension costs	19,521	16,669
	722,501	573,889

The total employee benefits of the key management personnel of the charity were £127,960 (2022: £101,423).

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Fixtures and fittings	Computers	Total
	£	£	£
Cost			
At 1 April 2022	22,648	13,069	35,717
Additions	-	3,421	3,421
At 31 March 2023	22,648	16,490	39,138
Depreciation and impairment			
At 1 April 2022	22,648	5,563	28,211
Depreciation charged in the year	-	4,893	4,893
At 31 March 2023	22,648	10,456	33,104
Carrying amount			
At 31 March 2023	-	6,034	6,034
At 31 March 2022	-	7,506	7,506

12 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	240,172	101,378
Prepayments and accrued income	11,023	7,354
	251,195	108,732

13 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Deferred income	14	68,436	174,568
Trade creditors		20,166	11,027
Other creditors		5,860	2,200
Accruals and deferred income		8,900	15,815
		103,362	203,610

14 Deferred income

	2023	2022
	£	£
Deferred income	68,436	174,568

14 Deferred income **(Continued)**

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	68,436	174,568
Movements in the year:		
Deferred income at 1 April 2022	174,568	-
Released from previous periods	(174,568)	-
Resources deferred in the year	68,436	174,568
Deferred income at 31 March 2023	68,436	174,568

Deferred income relates to income received relating to projects delivered in future periods.

15 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £19,521 (2022 - £16,669).

16 Restricted funds

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

		Movement in funds				Movement in funds		
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
Children and Young People	113,412	267,748	(311,410)	-	69,750	331,174	(400,924)	-
Campaigns and Communications	6,252	105,547	(111,486)	-	313	83,796	(84,109)	-
Training	9,156	169,776	(141,764)	(3,116)	34,052	115,174	(149,226)	-
Survivors and Perpetrators	8,983	294,222	(283,629)	(8,142)	11,434	411,078	(422,512)	-
Working Projects	-	-	-	-	-	92,026	(77,755)	14,271
	137,803	837,293	(848,289)	(11,258)	115,549	1,033,248	(1,134,526)	14,271

16 Restricted funds **(Continued)**

Children and Young People
This restricted fund is allocated to the 20-21 school year that exends beyond our financial year and as a result, some funding is restricted to deliver programming to school children before breaking for summer.

Campaigns and Communication
This restricted fund represents a variety of wrap-up activities for commissioned Campaigns and provides resources for a variety of client groups.

Training
This restricted fund is allocated to provide training and workforce development seminars for both Nottingham and Nottinghamshire professionals and to conclude specialised projects for STRIDE and Postcode Lottery.

Survivors and Perpetrators
This restricted fund will be used to provide counselling and support to male survivors of domestic abuse within Nottingham and Nottinghamshire.

Working projects
Working projects includes the following:

Tech Abuse project - to develop and deliver training which explains how perpetrators use technology as part of domestic abuse. The project will be completed in September 2023, but the legacy will be a training session which will become part of our regular training offer.

Deep Dive project - goal is to increase the skills of domestic abuse practitioners to recognise domestic abuse in older people, Black and minoritized Gypsy, Roma and Travellers, Deaf and Disabled survivors, LGBT+, Trans and Non-Binary people. This project started in January 2023 and will be running until March 2023.

Supporting Young Men Experiencing Domestic Abuse - was a project whose aim was to develop a public awareness through a campaign which targeted young men with messaging which would help them to understand what abuse is, and to learn about control, jealousy, manipulation, isolation, pressure, and fear. The project was completed and reported to funders in July 2023.

Early Years Intervention and CADA / Children Affected by Domestic Abuse - has an overall aim to work with children who are affected by domestic abuse so they could recover from harm and subsequently to become more able to achieve their full potential.

DA Survivor & Outreach – Warwickshire Refuge. Equation has been chosen by Refuge Warwickshire as a partner to implement and to lead on services to support male survivors of domestic abuse in Warwickshire. The project started in April 2023 and initially was agreed until the end of 23/24, but there are indications that it will be extended beyond March 2024.

Pilgrim Trust - funding has supported Equation for last two years in delivery of 6 targeted projects in secondary schools. The last of 6 agreed projects will be delivered by the end of the 22/23 academic year.

17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2021	Movement in funds: Incoming resources	Balance at 1 April 2022	Movement in funds: Incoming resources	Balance at 31 March 2023
	£	£	£	£	£
Children & Young People - project reserves	79,153	76,925	156,078	105,466	261,544
Campaigns & Communications - project reserves	2,377	6,314	8,691	6,188	14,879
Training - project reserves	33,632	15,000	48,632	44,595	93,227
Survivors & Perpetrators - project reserves	31,194	13,615	44,809	49,963	94,772
Redundancy, Sickness, Maternity & Paternity	23,663	-	23,663	-	23,663
Working Projects	-	-	-	1,044	1,044
	170,019	111,854	281,873	207,256	489,129

Project reserves
The unrestricted reserves for each project have been put into designated funds to reflect where the funds have come from and to further that particular project's activities.

It is the intention that for each project, this fund will include an amount equivalent to approximately 3 months' running costs in the event of winding up the company and to fund investment into new program development within projects.

Redundancy, Sickness, Maternity & Paternity
Funds for employment costs as stated.

18 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:						
Tangible assets	6,034	-	6,034	7,506	-	7,506
Current assets/(liabilities)	630,599	14,271	644,870	123,802	115,549	521,224
	636,633	14,271	650,904	131,308	115,549	528,730

19 Operating lease commitments

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

	2023	2022

19 Operating lease commitments **(Continued)**

	£	£
Within one year	17,213	16,200
Between two and five years	6,448	18,690
	23,661	34,890

20 Related party transactions

During the year the charity reimbursed £51 (2022 - £nil) of travel expenditure to one trustee (2022 - no trustees).

21 Cash generated from operations

	2023	
	£	£
Surplus for the year	122,174	156,180
Adjustments for:		
Depreciation and impairment of tangible fixed assets	4,893	4,368
Movements in working capital:		
(Increase) in debtors	(142,463)	(50,606)
Increase/(decrease) in creditors	5,884	(17,250)
(Decrease)/increase in deferred income	(106,132)	174,568
Cash (absorbed by)/generated from operations	(115,644)	267,260

EQUATION NOTTINGHAMSHIRE

England & Wales - Charity number 1140240

Accounts

Equation Nottinghamshire

ANNUAL REPORT

Year ending 31 March 2022

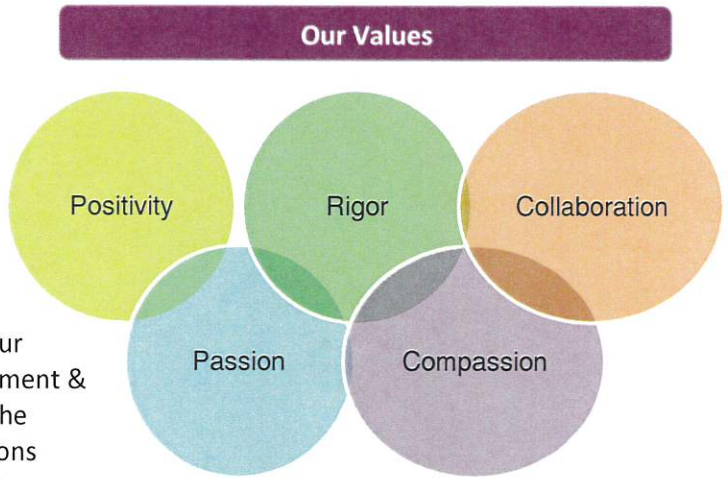
equation

equal relationships
free from abuse

Message from our Chair

'Our goal is for everyone to have equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality'

As we emerge from the global pandemic, this year has been a time for consolidation, growth and development for Equation in response to the increased levels of domestic abuse and risk reported over the last 2 years. The impact of lockdown on families who are experiencing domestic and sexual violence has been profound and longstanding, with services for survivors in great demand. Media focus has also raised attention of the need for education and preventative work, starting in schools and helping children to understand what positive relationships that are free from abuse really look like. As a society, we are also developing our understanding of how domestic abuse can be experienced by anyone, in any relationship. Equation's key services of providing training for practitioners working with families; delivering awareness raising sessions to children & young people in schools and providing support for men experiencing domestic abuse are essential.



Our vision, values and strategic objectives are laid out in the Equation Strategy 2019 – 2022 and we remain focused on delivering these, learning from the delivery methods used during the last 2 years, combined with returning to face-to-face training and school sessions to provide the best of both worlds. We moved offices during this year which has supported everyone to work in a more open, collaborative space more suited to our needs. We undertook some work to develop our infrastructure, including a pay review; the development & implementation of a risk management approach; the development & implementation of a communications strategy and formalising the reporting through our committee structure. We continue to work closely with other organisations in the sector, especially Juno Women's Aid, Nottinghamshire Women's Aid, Nottinghamshire Sexual Violence Support Services, and the Nottingham Women's Centre ,to ensure we provide a joined up and strategic approach.

The Equation Team

As always, the Equation team of staff, volunteers and freelancers is at the heart of everything we do. Whilst this has been a year of change within the staff teams, it has also been one of determination, positivity and development and I could not be prouder of everyone who contributes to our work.

We said goodbye to some members of the staff team, including Bennjoseph Vaughan, Carla Yerkess, Caroline Notley, Deirdre Scott, Emma Hill, Helen Bryan, Katie Ellis, Nikki Hutt, Roseanna Escobar-Byrne, Samantha Billington, Sian Dias, and Usmaan Siddiqui and wish them every success in the future and we welcome Alasdair Thurston-Ambrose, Andy Lawton-Collins, Carla McFarlane, Chantelle Hall, Claire Taggart, Ellie Addae, Heledd Heywood, Ilda Rodrigues Freitas, Liam Fosten, and Tricia Choo to the team.

As the Queens Award for Voluntary Services evidences, we are nothing without the volunteers who support our work, with everything from administrative support, distribution of our resources & safety materials, assisting within research, undertaking projects and making up our amazing Management Committee. I am extremely grateful for the support they provide and know that we could not achieve what we do without them. The Management Committee have shown an enormous commitment to the leadership and development of Equation, with a level of skill, experience and knowledge that is hard to beat.

The Queen's Award for Voluntary Service

Our Achievements & Plans

To increase work to prevent domestic abuse and sexual violence by raising awareness and educating people about equal and healthy relationships.

- Secured long term funding secured from Police and Crime Commission to expand delivery of CYP services over the next 3 years.
- Delivered seminars on Acquired Brain Injury and Non-Fatal Strangulation, Domestic Abuse Act, and Domestic Homicide Learning Outcomes.
- Created a support booklet for young people to help support them to identify sexual harassment and then be able to know where to report it
- Continued delivery of school programmes for healthy relationships despite the pandemic.
- Work with Police to deliver briefings on DVPN/O's and DVDS to multi-agency groups
- Delivery of awareness sessions to Syrian Refugee Women
- Work in partnership on the delivery of Reducing Parental Conflict Awareness Trainings
- Launched a new campaign providing Hairdressers with the tools to recognise signs of abuse, respond appropriately and signpost to the relevant local support service.
- Delivered a high profile campaign as an adaptation of our Help a Friend Campaign focusing on date rape and stalking.

To ensure more survivors of domestic abuse and sexual violence get the most effective support to create space for action.

- Secured funding from the Department for Levelling Up, Housing and Communities to pilot a program to work with vulnerable LGBTQ+ and male domestic abuse survivors facing homelessness to secure safer accommodation.
- Development of new workforce development sessions on a variety of topics responding to new and emerging topics including: the Domestic Abuse Act with implications for housing, Domestic Abuse and Technology, Safety of Women at Night, and Bystander Approaches Training.
- Continued online training delivery for over 200 training events to over 3,200 delegates.
- A renewal of the pilot for perpetrator intervention program partnering with Notts Women's Aid, Juno Women's Aid and the Jenkins Centre.
- Distributed over 115,000 survivor and campaign resources to signpost survivors to special domestic abuse services.

To ensure Equation have adequate resources and operate with a financially sustainable model.

- Undertook projects to strengthen our internal financial controls and build resiliency to our Core Finance and HR teams.
- Sustained our grants and community fundraising income and maintained our diversity of income streams.

To build organisational capacity for future growth.

- Internal development of the expansion of the CYP team to meet the needs of the funding
- Restructured Campaigns and Communications Workstream for a greater focus on delivery.
- Introduced a new Head of Service role for the Survivors and Perpetrators workstream.
- Creation of additional roles to add resiliency to the internal teams to allow for growth of services and greater focus on delivery.
- Undertook a pay review project to bring compensation up to market rates across other organisations within the sector.

To increase the profile and influence of Equation.

- Awarded the Queen's Award for Voluntary Service with a special designation given for our contribution to making a difference during the pandemic. This is the highest award a voluntary group can receive in the UK.
- Established deeper connections with local Housing Aid as part of our Safer Accommodations & Outreach work.
- Developed and run several campaigns over the year to promote Equations services including its men's domestic abuse service and training offering for professionals.
- Developed a Help A Friend toolkit enabling other organisations to run our award-winning Campaign all across the UK.
- Announced the White Ribbon Network to lead on bringing consistency to local messaging.
- Worked with local partners on the Safety for Women at Night Programmes and Safer Streets Initiatives

We are looking forward to another exciting year at Equation, with a new CEO, the review and development of our strategy, supporting and developing the staff team and ensuring we continue to support survivors of domestic abuse; provide high quality training and resources; and raise awareness of healthy relationships free from abuse for the next generation.

Anne Partington, Chair of Trustees, Equation

Workstream Reports

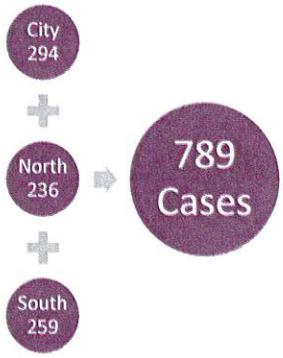
Survivors & Perpetrators

There are three main support service areas under the Survivors & Perpetrators arm of Equation. The men's helpline and men's IDVA (high & medium risk) service, which also caters for IOM referrals. The IDVA team also cover a separate strand of work of non-DA Stalking cases. The second and third elements of the teams' work are; the Safer Accommodation and Outreach service which caters for men and LGBTQ+ and the Perpetrator Programme called the Your Choice Project.

Domestic Abuse Service for Men

Overview:

Total Number of Cases referred into service between 2021-2022 – 789 in total. The helpline received over 1000 calls in the period, half were from professional enquiries and half from survivors some new referrals, some seeking updates on their case.



Within the number of the referrals the team supported 625 clients who were referred, or self-referred into the service, this ranges from contact to let them know about our service, one off or short-term interventions plus those seeking longer-term support.

From those referrals 368 of those had a short-term intervention and 246 had long term service support. The remaining were supported by the team in a variety of ways, for example, referred to a different service provider or identified as a perpetrator and thus deemed inappropriate for the service, or in a few cases, didn't give consent to be contacted.

Of the long term cases, 60% of perpetrators in these cases were a spouse/partner or ex partner/spouse.

Although this is an increase in numbers from last year, we know there is still survivors in our community who aren't reaching us for a variety of reasons. We know that some male survivors of domestic abuse don't identify with the label of domestic abuse. We also know that male survivors in same sex relationships face additional barriers to ask for help.

Team growth and upskilling:

The men's IDVA team grew across the past 18 months and was then joined by Safer Accommodation workers and the Your Choice Project. So, running alongside various COVID restrictions, new hybrid working, the past year has been a year of major change for the support services. Requiring the need to embed new ways of delivery and to come together as a much larger team, sometimes working collaboratively with external co-providers.

With departures, pending departures of long-term workers and new arrivals, including management, this has also impacted on the team. But it has been the commitment and energy of the staff

members complemented by the internal drive, to build on our expertise and specialisms, that has brought continued good results. Even in the face of significant change.

All staff are now currently trained, undertaking or booked onto the IDVA accreditation.

The Men's Service continue to work a hybrid model and move seamlessly to and from remote working. None of which impacts on survivors or professionals needing support. The new phone system allows for any member of the team to pick up the helpline if a line is busy and works on a hunt group system, seeking out the next available person and finally the answerphone if there is no response. This works well and ensures cover and resilience.

Future Plans:

- Quality assurance project work – We will be prioritising revisiting the Men's Service Handbook, build in broader practice considerations, address data capture and quality caseworking, in line with performance reporting requirements
- Upskilling plan – To further personal and service development plans ensuring that specific members of the team develop specialist expertise e.g. Housing, Stalking, Self Harm & Suicide, Mental Health. With this specialised knowledge, we will establish internal champions e.g. DVDS and subject matter experts e.g. IOM, Stalking, to enhance our delivery.
- Promotion of the service – The men's team will assist in work initiated to revisit and review all promotional material in light of the developing men's service and LGBTQ+ work, to ensure this is appropriately mentioned, suitably prominent and continues to encourage all sectors of our community to access services available to them.

Safer Accommodation & Outreach

Overview:

In November 2021, we launched the Safer Accommodation pilot through funding from Nottingham City Council. The funding came under the statutory sector response due to the Statutory Duty under the Domestic Abuse Act to provide for safe accommodation options.

We have assisted 15 clients access safer accommodation in the first few months of this service and undertaken a further initial DASH assessments at Housing Aid of 16 female survivors, before referring them through to Juno Women's Aid.

Additionally, the Coordinators have been advising the IDVA team on housing matters and undertaken time limited pieces of work with IDVA's clients, working alongside the IDVA team, where the needs relate to housing.

Our 2 full time Safer Accommodation Outreach Workers also undertake outreach within their remit to raise awareness of the scheme. The focus for our service, is to work with men, self-identifying men and LGBTQ+ survivors, who are experiencing domestic abuse at home.

The Safer Accommodation service runs daily out of the Housing Aid office, where all the workers have space to work from. This ensures clients coming to Housing Aid due to domestic abuse, are immediately passed across to a specialist worker to undertake the DASH assessment. It frees up Housing staff who are exceptionally busy and ensures the survivors begin working with a domestic abuse support service in the very early stages. Their engagement remains optional, but most clients find it helpful and reassuring that their situation is understood and believed. And who also specialize in housing pathways.

The service got underway quickly and we have been able to provide staff for 2 days consistently at Housing Aid from the inception of the service (Monday/Tuesday).

Future Plans:

- Active member of the newly created Safe Accommodation Group – The Housing Needs Assessment undertaken for the Men's Service for the Duty To Accommodate section of the new Domestic Abuse Act is about to be published and this will form an action plan for this group.
- Project planning - The key next steps are to undertake more structured outreach work and deliver against the targets set out in the revised Safer Accommodation Outreach Plan. These are getting underway as we move into the new financial year.
- Upskilling and relationship building – The service has been valued and appreciated by the Housing Aid team, but the SA Team are keen to broaden the understanding of the issues faced by our clients in fleeing. Especially with a changing HA team, the SA team would like a reciprocal arrangement in learning about Housing and receiving updates but also presenting to Housing Aid on key and pertinent issues as the service progresses.

Your Choice Project

This is a pilot program, commissioned jointly with The Jenkins Centre, NWA and JUNO Women's Aid, to run a program for perpetrators of Domestic Abuse. The pilot is commissioned by the Home Office via the PCC. The program offers support to partners and/or ex partners alongside the provision of the perpetrator program. And the partner support where survivors are female is provided by Juno Women's Aid and NWA.

This is a 24-week program and we are running both a group program and a 1-2-1 program. Plus a parenting program for dads was part of the future developments. The 1-2-1 program supports same sex relationships; English not first language; female perpetrators. Over the previous 12 months, we've received 217 referrals into the program of which 89 were eligible perpetrator referrals. We've completed five rounds of the group program (three 12-week Safer Relationships Programme and two 12-week Respectful Relationships Programme) and one round of 1-2-1 programs.

As this project remained a pilot, we've had challenges planning ahead, However, interest has been high. We are delighted that funding has been renewed until September 2023 to enable this program to continue longer term in conjunction with continued support from The Jenkins Centre.

Future Plans

- Add on courses – The service is currently looking at the development of the Dads Parenting course which is the lead on course after attendance on the programme. As a voluntary extra for those it is relevant for.
- Promotion – There is a need to undertake further marketing work to reach a range of people that fit the criteria of the project. Most referrals come from Social Care so we need to keep that connection robust.
- Funding uncertainty – Discussions are underway around the future for the service about operations and funding. The funding runs until September 2023 which means now is the time to identify additional continuous funding.

Children and Young People

During 2021-22 Equation have continued to engage children, young people, parents, and teachers with preventative projects focussed on raising awareness of healthy relationships and domestic abuse.

The Covid-19 pandemic still impacted on the delivery of work in schools, whilst most of the work continued there were still delays to projects, staff and freelance sickness and a small number of schools not able to have visitors. Towards the end of the year most of the delivery was back to normal which enabled Equation to achieve targets and more.

We are currently delivering:

102 GREAT Projects

83 Equate Projects

12 Targeted Projects

15,630 children and young people engaged

180+ professionals access awareness training

30,930 resources distributed

Resource Distribution

Equation was able to deliver a significant number of resources across the year due to additional in year funding. Safer Streets funding alongside support from local community partnerships enabled the development of new assets for young people. These included a banner pen with support services information embedded as well as a mini support booklet for young people to help support them to identify sexual harassment and then be able to know where to report it. Areas of the county benefited from this funding and enabled Equation to distribute additional resources.

Key Developments:

- Increased resource distribution
- Sustained delivery in schools despite the pandemic
- Long term funding secured from Police and Crime Commission to expand delivery of CYP services over the next 3 years
- Expansion of the CYP team to meet the needs of the funding

Future Plans:

Equation continues to be innovative and develop educational sessions and resources to meet the needs of children and young people. Over 2022-23 the team plans to:

- Increase the reach of existing projects into schools across the City and County
- Have a robust and resilient staff team to meet the needs of the funding
- Consult with teachers, children and young people to ensure Equation projects meet their needs
- Implement a quality assurance process that ensures Equations reputation and services are highly regarded
- Implement a service user participation policy to keep meeting the needs of the children and young people we work with

Campaigns and Resources

During 2021-22, Equations campaigns, communications and resources have focused primarily on outreach since the easing of COVID-19 lockdowns, in attempts to reach survivors who were not able to access support over previous years due to the pandemic. Additionally, Equation also responded to the increased reported incidents of date rape and spiking and has also raised much awareness around the new domestic abuse act to promote survivors' rights.

We are currently reaching:

118,456 Resources distributed

1,757 Newsletter subscribers

113,728 Unique website views



Key Developments:

- Help A Friend – With in year funding from the OPCC, Equation was able to develop a new strand to its Help a Friend Campaign focusing on date rape and stalking. We developed 3 new posters, 3 new corresponding social ads and website pages, and a new bus advertisement design which is running for 12 months until March 2023 in the city and in some areas of the wider county. Additionally, we also developed a Help A Friend toolkit which enables organisations in other areas to run our award-winning Campaign.
- Advertising of Equation's services – a number of campaigns have run over the year to promote Equations services including its men's domestic abuse service and training offering for professionals. New billboard designs were developed for the new safer accommodation outreach services and our new perpetrator programme, the Your Choice Project.
- Cut it Out Campaign – Equation launched a new campaign which aims to provide Hairdressers with the tools to recognise signs of abuse, respond appropriately and signpost to the relevant local support service. The campaign has received widespread interest on social media and from the press with pilot training sessions currently taking place.
- Reel Respect – In September 2021, Equation launched Reel Respect, a young people's version of Equation's adult campaign Reel Equality. Reel Respect aims to educate young people around respect for themselves and others and introduces some of the learning we deliver in our young people's projects helping this to reach wider into the community. We successfully ran one event through funding received from Filmhub Midlands and Cinema For All, to bring a film about gender inequality to young people at a local skatepark.
- Domestic Abuse Act – On April 29th 2021, the Domestic Abuse Bill passed both Houses of Parliament and was signed into law becoming the Domestic Abuse Act. Equation has raised awareness of the act through newsletters, social and website content. The Webpage has

been the 5th best performing webpage on our site and has received 3,608 page views in that time.

- White Ribbon Network – In November 2021, Equation has announced forming the White Ribbon Network. Since the murder of Sarah Everard there has been an increase in interest in men taking action to address their own attitudes and those of their peers with a number of organisations becoming involved in White Ribbon UK in response to that. The local network brings those organisations together to ensure messaging shared is consistent, safe and relevant to local audiences.

Future Plans

Equation continues to strive to reach survivors in our community and further our mission to be innovative and develop educational sessions and resources to meet the needs of children and young people. Over 2022-23 the team plans to:

- Consultation with young and adult audiences – With the aim of obtaining feedback on current campaigns and resources. This will identify key areas for improvement and inform development ideas for 22-23
- Young Peoples campaign – New campaign messaging aimed at young people aged 16-18 is due to launch in September
- Campaign refresh – As a direct result of consultation, we will refresh our adult campaigns with updated graphics to reflect current design trends, and new messaging in response to new and emerging forms of abuse such as tech abuse.
- Equality and diversity reach – We will also be developing bespoke messaging and campaigns aiming to reach further into the LGBT and BAMER communities.
- Brand awareness – We will be investing in developing central promotion assets that will raise the profile of the entire organisation to ensure we are reaching the whole community with our messaging.

Workforce Development and Training

During 2021-22 Equation continued to train professionals and volunteers on domestic abuse in a wide variety of subject areas relating to domestic abuse.

The ongoing Covid-19 pandemic meant that the team continued to develop the existing training modules into remotely deliverable sessions and delivered most sessions as remote trainings.

This year we also developed new sessions that would ensure that emerging themes relevant for professionals and reflecting the experiences and support needs of survivors were addressed. This included a new session on Domestic Abuse and Technology, The Domestic Abuse Act and considerations, and a session on Domestic Homicide Review Learning Outcomes.

A major influence on Training's strategy for the year was the Introduction of the Domestic Abuse Act and the related Statutory Duty. To address this, we developed and delivered a series of briefings and trainings to prepare the City and County Workforce for the Act and its impact.

Later in the year the team were involved in City and County partnerships to work on the development and delivery of work for the City Night-time Economy and County Safer Streets. These included the development of new sessions on Safety of Women and Night and Bystander approaches.

Work also commenced on an e-learning module for the Nottingham PDU (Practice Development Unit) on gender-responsive practice.

We are currently delivering:

203 **Training sessions delivered**

3,223 **Professionals trained**

4 **FGM network and VAWG sessions**

3 **Seminars delivered**

8 **Reflective practice sessions**

Key Developments:

- Recruitment of 8 new training freelancers
- Development of sessions on:
    - Domestic Abuse Act
    - Housing and the Domestic Abuse Act
    - Domestic Homicide Review Learning Outcomes
    - Domestic Abuse and Technology
    - Safety of Women at Night Training
    - Bystander Approaches Training
    - Cut It Out Training
- Seminars delivered on: Acquired Brain Injury and Non-Fatal Strangulation, Domestic Abuse Act, Domestic Homicide Learning Outcomes
- Work on DHR (Domestic Homicide Review) Learning Dissemination Strategy
- Work with Police to deliver briefings on DVPN/O's and DVDS to multi-agency groups

- Delivery of awareness sessions to Syrian Refugee Women
- Work in partnership on the delivery of Reducing Parental Conflict Awareness Trainings
- Integrated additional information on supporting adults with access or care and support needs to all key courses

National and local Partnerships:

During this period, we also developed or continued national and local partnerships to enhance the knowledge base of local practitioners, this included:

- The Centre for Women's Justice to provide information to workers on the new Non-Fatal Strangulation Offence
- Worked with Sexual Violence Services to ensure a specialist developed training on sexual violence is included as part of the multi-agency training programme
- Worked with local partners on the Safety for Women at Night Programmes and Safer Streets Initiatives
- Work commenced in Broxtowe with a range of partners to develop the Cut It Out initiative.

Future Plans:

Equation continues to develop training to ensure that professionals and volunteers can respond effectively. Plans include:

- Developing training on domestic abuse, older adults and adults with care and support needs
- Refreshing training on supporting survivors from Black, Ethnic and Minoritized communities
- Enhanced learning on commencing elements of the Domestic Abuse Act (Non-fatal strangulation offence, Coercive control offence changes, DVDS guidance etc)
- Refresh and delivery in partnership of working with young people experiencing abuse in intimate relationships
- Working in partnership on the dissemination of DHR Learning Outcomes
- Additional learning opportunities on DASH RIC (Risk Indicator Checklist) completion, effective risk assessment and MARAC (Multi Agency Risk Assessment Conference) Process

Fundraising

During 2021-22, our fundraising strategy was a hybrid approach to online and in-person fundraising. For the first time since the pandemic, we brought back some in-person fundraising events like the Robin Hood Marathon, which has always been a good opportunity for local fundraising and community awareness raising. However, we also maintained some of the online-based fundraising activities that proved successful for us in the previous year like online challenges that would engage donors from home. The team managed some changes in staff turnover with Sam Billington, Trusts & Grants Fundraiser, resigning her position. We have not yet appointed for this vacant role as we consider the long term strategy of Fundraising for Equation.

£20.8K

raised through donations

Trust Fundraising

This year saw a decrease in income from Trusts and Foundations, primarily due to Equation's focus on work funded through statutory funding streams. Despite this, we were able to secure funding toward key pilot projects, including Tech Abuse and Young Men work, whilst securing funding towards our core aims. Over the next year we hope to engage with existing and new funders towards several new projects we hope to deliver.

We are very grateful to this year's funders: 29th May 1961 Charitable Trust, Awards for All, Charles Hayward Foundation, Cinema For All, Filmhub Midlands, Garfield Weston Foundation, Postcode Places Trust, J N Derbyshire Trust, Reaching Communities, Sir Jules Thorn Trust, Souter Charitable Trust, The Boots Charitable Trust, The Persimmon Charitable Foundation, and The Ulvercroft Foundation.

Community Fundraising

Our hybrid approach to Community Fundraising proved successful this year. We had several supporters raise money running in local races through in-person events. We also had several supporters come up with creative and innovative ways to raise money for Equation through home-based or socially distanced activities. We had some physical fitness challenges, and also some more out-of-the box fundraisers. One supporter told 100 jokes to raise money from home, and we had another supporter raise over £2000 for Equation by livestreaming himself watching 25 hours of Homes Under the Hammer attracting national news coverage for the fundraiser. We continue to be humbled by the passion and creativity of our supporters.

Queen's Award for Voluntary Service

This year Equation was honoured to be awarded the Queen's Award for Voluntary Service. This is the highest award a voluntary group can receive in the UK, and we were awarded this in recognition of the great community work our volunteers do. We also, as part of this award, received a special designation given for our contribution to making a difference during the pandemic.
We are so pleased our work has been recognised with this prestigious award. The last year has been incredibly difficult for many. Our main priority has been to ensure that survivors of domestic abuse know their rights to reach support and how they can do this safely.

Future Plans

We have been successful in our approach to pivoting our fundraising strategy to digital approaches and will continue to build on this experience. We also hope to find new ways to engage with our community and build our pool of passionate supporters. Working closely with the Marketing and Communications team we hope to raise more awareness of our work in our community and hope this will present new areas to explore.

Message from our Treasurer

Trustees Responsibilities

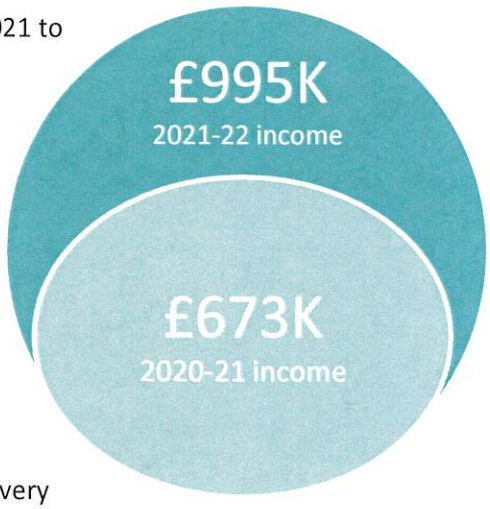
Equations Financial Accountants are responsible for preparing the trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards.

The Trustees are responsible for certifying proper accounting records that disclose with reasonable accuracy at any time the financial position of Equation and to ensure that the financial statements comply with the Charities Act.

They are also responsible for safeguarding the assets of the charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The trustees are responsible for the maintenance and integrity of the charity and financial information.

Finances for period to 31st March 2022

The accounts presented cover the 12-month period from 1st April 2021 to 31st March 2022.



Equation's total income for 2022 equated to £995k, an Increase of £322k. (47.8%) on the previous year of £673k.

Statutory Grant income in year equated to £751k, an Increase of £291k. (63.3%) on the previous year of £460k.

The main funders made up off Nottingham Crime and Drugs Partnership, Nottinghamshire Police Crime Commissioner, Big Lottery, and Nottinghamshire County Council.

Additional grants received totalled £108k, a Decrease of £28.1k. (-20.7%) on the previous year of £135k.

Donations received from various sources and Equation is once again very grateful for the continued support of our funders.

Income from Donations generated equalled £20.8k, a Decrease of £21k. (-50.6%) on the previous year of £42k. This reflects pre-2020 levels of income where we saw a big increase in donations.

Further income of £115k has been received for fundraising events, activities, and training, an Increase of £80.2k. (228%) on the previous year of £35k. This reflects a return to income generation activities pre-2020 levels as we have been able to deliver in schools again.

Expenditure for 2022 equalled £839k for the 12-month period, an Increase of £225k. (36.6%) on the previous year of £614k.

The average number of employees increased by 5 from 24 to 29 during the year with associated payroll costs increased by £130k. (29%)

The cost of paid staff working for Equation totalled £574k in year and self-employed freelance workers totalled £96k, the total accounting for 79% of the total costs.

At the end of the period, the charity had total reserves of £529k split between £413k of free reserves and £116k of restricted funds which will be spent on the activities required by the funders in the next period.

It is still the intention of the Management committee of Equation to have the equivalent of 3 to 6 months average core running costs of free reserves as this would be required in the event of winding up. Equation finances continued to be reviewed and closely monitored by the finance subcommittee and the trustee board every quarter.

Total reserves in year stand at £529k.

In the past 12 months, Equation has seen an increase in free reserves (for the fourth year in a row) with free reserves now standing at £413k from previous year of £235k, a total increase of £178k.

Total restricted funds now stand at £116k a decrease in year of £22k which is 15% on year end 2021.

Total Cash at Bank and in Hand stands at £616k an increase in year of £256k from 2021.

Thank yous!

Equation and the Trustees sincerely thank everyone who has provided financial support to the charity during the financial year, including our partners and donors without whom we couldn't do any of our life changing work.

We would also like to thank the staff for their professionalism, passion and dedication to Equation and continued efforts to further improve Equation's financial position.

John O'Brien of Community Accounting Plus was re-appointed as the accountants to Equation during the year. We would therefore extend our thanks to them for their examination of Equation's books and for presenting the accounts for this annual report.

We would like to thank Community Accounting Plus for providing payroll support and advice during the year.

We would also like to thank Anna Clark and all the staff at Equation for their continual hard work, which has directly contributed to the continued Strength of the financial position this year.

Equation Nottinghamshire

Reference and Administrative Details

Trustees

Anne Marie Partington
Jacqueline Davison
David Igoche
Vivienne McCrossen
Tim Sorrell
Michael West
Alexandra Joseph
Stephanie James
Hollie Venn
Emily Bairstow
Raina Mason
Kelly Bennaton

Senior Management Team

Sharon Williams, CEO, from 03/05/2022
Carrie McNabb, Head of Service: Finance and Business Development
Anthea Tainton, Head of Service: Children & Young People
Olwen Edwards, Head of Service: Survivors & Perpetrators
Anna Clark, CEO, until 20/05/2022

Charity Registration Number

1140240

Company Registration Number

4517544

Registered Office

Castle Cavendish Works
Dorking Road
NOTTINGHAM
NG7 5PN

Independent Examiner

John O'Brien, employee of
Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Equation Nottinghamshire

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2022.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

Anne Marie Partington

Jacqueline Davison

David Igoche

Vivienne McCrossen (resigned 19 May 2021)

Tim Sorrell

Michael West

Alexandra Joseph

Stephanie James

Hollie Venn

Emily Bairstow

Raina Mason

Kelly Bennaton

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 22 August 2002 and most recently amended 27 June 2013. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

Recruitment and appointment of trustees

Equation currently has a committee made up of 12 members who meet on a six weekly rotation and are responsible for the strategic direction and policy of the charity. At present the charity has all its members from a variety of professional backgrounds relevant to the work of the charity.

The charity recruit from across the community with a particular view to involving people with specific management skills and committed to combating domestic violence. All committee members are required to undertake mandatory training in identifying and understanding the impacts of domestic violence.

Induction and training of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles, are known as members of the Management Committee. Under the requirements of the Articles of Association, the members of the Management Committee are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

Trustees are required to undertake the Understanding and Responding to Domestic Violence and Abuse and Challenging Domestic Violence Course to familiarise themselves with the work of the charity and the context within which it operates. Equation's induction programme introduces trustees to the organisation, staff and projects and includes the obligations of the Directors. Resources are drawn from Charity Commission's guide "the Essential Trustee" and also NCVO's advice and support for Trustees.

Organisational structure

The management of the organisation was delivered by the two workstream managers who were responsible for ensuring that the charity delivers the services specified, the key performance targets are met and the day to day operation of the offices. This was adjusted from January 2015 so that the organisational management of the charity is now managed by a Chief Executive Officer. Individual supervision is carried out by the appropriate workstream manager who also ensures that the team continues to develop their skills and working practice.

Objectives and activities

Objects and aims

Equation aims to challenge, prevent and reduce domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work.

Our charity's purposes, as set out in the objects contained in the company's articles of association are:
• To promote for the public benefit the provision of services directed toward the prevention of domestic violence and the relief and support of persons who have been or are affected by domestic and sexual violence in Nottinghamshire in particular but not exclusively by the provision of training, workshops, seminars and information;
• To advance the education of voluntary and statutory agencies, professionals and the public at large in all aspects of domestic and sexual violence, its causes and prevention.

Equation Nottinghamshire

Trustees' Report

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity. In particular, the trustees consider how planned activities will contribute to the aims and objectives the organisation has planned.
Our main objectives for the year continued to be:
• To promote and enable an effective response towards domestic abuse and sexual violence;
• To promote a culture where domestic abuse and sexual violence is considered unacceptable;
• To promote a culture where people understand and aspire to a healthy relationship;
• To promote an understanding of the way gender inequalities influence domestic abuse and sexual violence;
• To ensure that Equation continues as a relevant, efficient and sustainable force in combating domestic abuse and sexual violence.

The strategies we used to meet these objectives included:
• Delivery of an in-demand, effective, topical training and awareness programme;
• Development of resources to improve access to services, increase safety and promote effective practice;
• Scoping and establishing new potential areas of service provision;
• To create a sustainable organisation through marketing, funding, business development and financial security.

Public benefit

All our charitable activities focus on challenging, preventing and reducing domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work. These activities are undertaken to further our charitable purposes for the public benefit and are described throughout the remainder of the report.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Equation Nottinghamshire for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

Equation Nottinghamshire

Trustees' Report

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small companies provision statement
This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 2/9/22 and signed on its behalf by:

Anne Marie Partington
Trustee

Equation Nottinghamshire

Independent Examiner's Report to the trustees of Equation Nottinghamshire

Independent examiner's report to the trustees of Equation Nottinghamshire ('the Company')
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022.

Responsibilities and basis of report
As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....

John O'Brien MSc, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date:.....09/09/2020

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	2	42,518	-	42,518	85,715
Charitable activities	3	115,352	837,293	952,645	587,379
Other trading activities	4	-	-	-	219
Investment income	5	-	-	-	136
Total income		157,870	837,293	995,163	673,449
Expenditure on:					
Charitable activities	6	9,306	(848,289)	(838,983)	(613,637)
Total expenditure		9,306	(848,289)	(838,983)	(613,637)
Net income		167,176	(10,996)	156,180	59,812
Transfers between funds		11,258	(11,258)	-	-
Net movement in funds		178,434	(22,254)	156,180	59,812
Reconciliation of funds					
Total funds brought forward		234,747	137,803	372,550	312,738
Total funds carried forward	15	413,181	115,549	528,730	372,550

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 15.

The notes on pages 26 to 36 form an integral part of these financial statements.

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £
Income and Endowments from:				
Donations and legacies	2	85,715	-	85,715
Charitable activities	3	35,161	552,218	587,379
Other trading activities	4	219	-	219
Investment income	5	136	-	136
Total income		121,231	552,218	673,449
Expenditure on:				
Charitable activities	6	(66,951)	(546,686)	(613,637)
Total expenditure		(66,951)	(546,686)	(613,637)
Net income		54,280	5,532	59,812
Net movement in funds		54,280	5,532	59,812
Reconciliation of funds				
Total funds brought forward		180,467	132,271	312,738
Total funds carried forward	15	234,747	137,803	372,550

The notes on pages 26 to 36 form an integral part of these financial statements.

Equation Nottinghamshire

(Registration number: 4517544)
Balance Sheet as at 31 March 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	7,506	616
Current assets			
Debtors	10	108,732	58,126
Cash at bank and in hand	11	616,102	360,100
		724,834	418,226
Creditors: Amounts falling due within one year	12	(203,610)	(46,292)
Net current assets		521,224	371,934
Net assets		528,730	372,550
Funds of the charity:			
Restricted income funds			
Restricted funds	15	115,549	137,803
Unrestricted income funds			
Unrestricted funds		413,181	234,747
Total funds	15	528,730	372,550

For the financial year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 7 to 21 were approved by the trustees, and authorised for issue on 06.09.22 and signed on their behalf by:

Jacqui Davison

Jacqueline Davison
Trustee

The notes on pages 26 to 36 form an integral part of these financial statements.

Equation Nottinghamshire

Statement of Cash Flows for the Year Ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash income		156,180	59,812
Adjustments to cash flows from non-cash items			
Depreciation		4,368	597
Investment income	5	-	(136)
		160,548	60,273
Working capital adjustments			
(Increase)/decrease in debtors	10	(50,606)	55,113
(Decrease)/increase in creditors	12	(17,250)	33,548
Increase in deferred income	12	174,568	-
Net cash flows from operating activities		267,260	148,934
Cash flows from investing activities			
Interest receivable and similar income	5	-	136
Purchase of tangible fixed assets	9	(11,258)	-
Net cash flows from investing activities		(11,258)	136
Net increase in cash and cash equivalents		256,002	149,070
Cash and cash equivalents at 1 April		360,100	211,030
Cash and cash equivalents at 31 March		616,102	360,100
Reconciliation of net cash flow to movement in net funds			
Increase in cash		256,002	149,070
Net funds at 1 April 2021		360,100	211,030
Net funds at 31 March 2022		616,102	360,100

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 26 to 36 form an integral part of these financial statements.

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Equation Nottinghamshire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture & equipment	20% straight line

Computer equipment	33% straight line

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Donations and legacies;			
Donations from companies, trusts and similar proceeds	-	-	23,546
Donations from individuals	20,814	20,814	34,640
Grants, including capital grants;			
Government grants	10,497	10,497	5,795
Grants from other charities	11,207	11,207	21,734
	42,518	42,518	85,715

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Grants & donations	-	837,086	837,086	552,218
Training activities & projects	115,190	207	115,397	30,514
Licenses	-	-	-	178
Resource orders	-	-	-	4,237
Sundry	162	-	162	232
	115,352	837,293	952,645	587,379

4 Income from other trading activities

	Total funds £	Total 2021 £
Local fundraising	-	219
	-	219

5 Investment income

	Total 2022 £	Total 2021 £
Interest receivable and similar income;		
Interest receivable on bank deposits	-	136

6 Expenditure on charitable activities

	Unrestricted General funds £	Restricted funds £	Total 2022 £	Total 2021 £
Accountancy	1,860	-	1,860	1,860
Depreciation	4,368	-	4,368	597
Events & training	212	606	818	1,414
Fundraising costs	2,629	-	2,629	534
Freelance workers	270	95,868	96,138	21,114
Insurance	1,284	7,483	8,767	8,318
Marketing & social media	195	17,172	17,367	15,460
Office administration	6,951	27,883	34,834	23,738
Payroll & professional fees	3,006	11,507	14,513	38,224
Repairs, maintenance & equipment	2,791	6,164	8,955	16,045
Rent & utilities	3,299	17,061	20,360	12,975
Resources	244	16,365	16,609	22,129
Salaries, NIC & pensions	71,212	502,677	573,889	443,892
Staff expenses	7,652	21,653	29,305	7,050
Staff training	-	6,941	6,941	-
Sundry expenses	-	1,130	1,130	-
Trustee & volunteer expenses	-	-	-	287
Allocation of overheads	(115,779)	115,779	-	-
	(9,806)	848,289	838,483	613,637

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2022 £	2021 £
Depreciation of fixed assets	4,368	597

8 Staff costs

The aggregate payroll costs were as follows:

	2022 £	2021 £
Staff costs during the year were:		
Wages and salaries	519,786	405,662
Social security costs	37,434	24,055
Pension costs	16,669	14,175
	573,889	443,892

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2022 No	2021 No
Average number of employees	29	24

22 (2021 - 21) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £16,669 (2021 - £14,175).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £101,423 (2021 - £87,257).

9 Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2021	22,648	1,811	24,459
Additions	-	11,258	11,258
At 31 March 2022	22,648	13,069	35,717
Depreciation			
At 1 April 2021	22,648	1,195	23,843
Charge for the year	-	4,368	4,368
At 31 March 2022	22,648	5,563	28,211
Net book value			
At 31 March 2022	-	7,506	7,506
At 31 March 2021	-	616	616

10 Debtors

	2022 £	2021 £
Trade debtors	101,378	45,285
Prepayments	7,354	7,841
Other debtors	-	5,000
	108,732	58,126

11 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	135	102
Cash at bank	615,967	359,998
	616,102	360,100

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	11,027	11,603
Other taxation and social security	-	12,897
Other creditors	2,200	423
Accruals	15,815	21,369
Deferred income	174,568	-
	203,610	46,292

13 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Land and buildings		
Within one year	16,200	16,200
Between one and five years	18,690	8,100
	34,890	24,300
Other		
Within one year	-	1,280

14 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

15 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
General					
General fund	64,728	46,016	9,306	11,258	131,308
Designated					
Children & Young People - project reserves	79,153	76,925	-	-	156,078
Campaigns & Communications - project reserves	2,377	6,314	-	-	8,691
Training - project reserves	33,632	15,000	-	-	48,632
Survivors & Perpetrators - project reserves	31,194	13,615	-	-	44,809
Redundancy, Sickness, Maternity & Paternity	23,663	-	-	-	23,663
	170,019	111,854	-	-	281,873
Total unrestricted funds	234,747	157,870	9,306	11,258	413,181
Restricted funds					
Children & Young People	113,412	267,748	(311,410)	-	69,750
Campaigns & Communications	6,252	105,547	(111,486)	-	313
Training	9,156	169,776	(141,764)	(3,116)	34,052
Survivors & Perpetrators	8,983	294,222	(283,629)	(8,142)	11,434
Total restricted funds	137,803	837,293	(848,289)	(11,258)	115,549
Total funds	372,550	995,163	(838,983)	-	528,730

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
General					
General fund	31,530	92,350	(59,152)	-	64,728
Designated					
Children & Young People - project reserves	73,029	6,124	-	-	79,153
Campaigns & Communications - project reserves	2,146	231	-	-	2,377
Training - project reserves	20,843	16,806	(4,017)	-	33,632
Survivors & Perpetrators - project reserves	29,256	5,720	(3,782)	-	31,194
Redundancy, Sickness, Maternity & Paternity	23,663	-	-	-	23,663
	148,937	28,881	(7,799)	-	170,019
Total unrestricted funds	180,467	121,231	(66,951)	-	234,747
Restricted					
Children & Young People	82,341	264,558	(233,487)	-	113,412
Campaigns & Communications	8,768	87,763	(101,021)	10,742	6,252
Resources	10,742	-	-	(10,742)	-
Training	17,627	78,483	(86,954)	-	9,156
Survivors & Perpetrators	6,840	121,414	(119,271)	-	8,983
Building Capabilities	5,953	-	(5,953)	-	-
Total restricted funds	132,271	552,218	(546,686)	-	137,803
Total funds	312,738	673,449	(613,637)	-	372,550

The specific purposes for which the funds are to be applied are as follows:

Children & Young People - Restricted Fund – This restricted fund is allocated to the 20-21 school year that extends beyond our financial year and as a result, some funding is restricted to deliver programming to schoolchildren before breaking for summer.
Campaigns & Communications - Restricted Fund – This restricted fund represents a variety of wrap-up activities for commissioned Campaigns and provides resources for a variety of client groups.
Resources - Restricted Fund – This restricted fund was merged with the Campaigns & Communications Fund..
Training - Restricted Fund – This restricted fund is allocated to provide training and workforce development seminars for both Nottingham and Nottinghamshire professionals and to conclude specialised projects for STRIDE and Postcode Lottery.
Survivors & Perpetrators - Restricted Fund (formerly Men's Services) – This restricted fund will be used to provide counselling and support to male survivors of domestic abuse within Nottingham and Nottinghamshire.
Building Capabilities - Restricted Fund – This restricted fund was allocated to complete the work to fund a website enhancement to better facilitate access to Equation's resources and services.

The unrestricted reserves for each project have been put into designated funds to reflect where the funds have come from and to further that particular project's activities.
It is the intention that for each project, this fund will include an amount equivalent to approximately 3 months' running costs in the event of winding up the company and to fund investment into new program development within the projects.
Children & Young People - Designated fund for monies identified as the unrestricted element of the total funds for Children & Young People.
Campaigns & Communications - Designated fund for monies identified as the unrestricted element of the total funds for Campaigns & Communications.
Training - Designated fund for monies identified as the unrestricted element of the total funds for Training.
Survivors & Perpetrators - Designated fund for monies identified as the unrestricted element of the total funds for these services.
Redundancy, sickness, maternity & paternity - Funds for employment costs as stated.

The transfers to the General fund represent the net book value of fixed assets, the use of which is not subject to any restriction.

16 Analysis of net assets between funds

	Unrestricted			2022
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	7,506	-	-	7,506
Current assets	152,844	281,873	290,117	724,834
Current liabilities	(29,042)	-	(174,568)	(203,610)
Total net assets	131,308	281,873	115,549	528,730

	Unrestricted			2021
	General	Designated	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	616	-	-	616
Current assets	110,404	170,019	137,803	418,226
Current liabilities	(46,292)	-	-	(46,292)
Total net assets	64,728	170,019	137,803	372,550

17 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2022	2021
	£	£
Independent examination	1,550	1,550
Other financial services	1,540	1,358
	3,090	2,908

18 Taxation

The charity is a registered charity and is therefore exempt from taxation.

19 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

20 Related party transactions

There were no related party transactions in the year.

EQUATION NOTTINGHAMSHIRE

England & Wales - Charity number 1140240

Accounts

Company registration number: 4517544
Charity registration number: 1140240

Equation Nottinghamshire

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2021

Community Accounting Plus
Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Equation Nottinghamshire

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Equation Nottinghamshire

Reference and Administrative Details

Trustees	Anne Marie Partington Jacqueline Davison David Igoche Vivienne McCrossen Tim Sorrell Michael West Alexandra Joseph Stephanie James Hollie Venn Emily Bairstow Raina Mason Kelly Bennaton
Senior Management Team	Anna Clark, CEO Anthea Tainton, Head of Service: Children & Young People Carrie McNabb, Head of Service: Finance and Business Development, from 14/09/2020 Laura Grant, Head of Service: Fundraising, until 09/09/2020
Principal Office	Castle Cavendish Works Dorking Road NOTTINGHAM NG7 5PN
Company Registration Number	4517544
Charity Registration Number	1140240
Independent Examiner	John O'Brien, employee of Community Accounting Plus Units 1 & 2 North West 41 Talbot Street Nottingham NG1 5GL

Equation Nottinghamshire

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2021.

Trustees

Anne Marie Partington

Jacqueline Davison

David Igoche

Vivienne McCrossen

Anthony Rosevear (resigned 14 October 2020)

Tim Sorrell

Michael West

Alexandra Joseph (appointed 2 November 2020)

Stephanie James (appointed 2 November 2020)

Hollie Venn (appointed 2 November 2020)

Emily Bairstow (appointed 2 November 2020)

Raina Mason (appointed 2 November 2020)

Kelly Bennaton (appointed 2 November 2020)

Structure, governance and management

Nature of governing document

The charity is a company limited by guarantee and registered charity. It is operated under the rules of its memorandum and articles of association dated 22 August 2002 and most recently amended 27 June 2013. It has no share capital and the liability of each member in the event of winding-up is limited to £10.

Recruitment and appointment of trustees

Equation currently has a committee made up of 12 members who meet on a six weekly rotation and are responsible for the strategic direction and policy of the charity. At present the charity has all its members from a variety of professional backgrounds relevant to the work of the charity.

The charity recruit from across the community with a particular view to involving people with specific management skills and committed to combating domestic violence. All committee members are required to undertake mandatory training in identifying and understanding the impacts of domestic violence.

Induction and training of trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles, are known as members of the Management Committee. Under the requirements of the Articles of Association, the members of the Management Committee are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

Trustees are required to undertake the Understanding and Responding to Domestic Violence and Abuse and Challenging Domestic Violence Course to familiarise themselves with the work of the charity and the context within which it operates. Equation's induction programme introduces trustees to the organisation, staff and projects and includes the obligations of the Directors. Resources are drawn from Charity Commission's guide "the Essential Trustee" and also NCVO's advice and support for Trustees.

Organisational structure

The management of the organisation was delivered by the two workstream managers who were responsible for ensuring that the charity delivers the services specified, the key performance targets are met and the day to day operation of the offices. This was adjusted from January 2015 so that the organisational management of the charity is now managed by a Chief Executive Officer. Individual supervision is carried out by the appropriate workstream manager who also ensures that the team continues to develop their skills and working practice.

Objectives and activities

Objects and aims

Equation aims to challenge, prevent and reduce domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work.

Our charity's purposes, as set out in the objects contained in the company's articles of association are:
• To promote for the public benefit the provision of services directed toward the prevention of domestic violence and the relief and support of persons who have been or are affected by domestic and sexual violence in Nottinghamshire in particular but not exclusively by the provision of training, workshops, seminars and information;
• To advance the education of voluntary and statutory agencies, professionals and the public at large in all aspects of domestic and sexual violence, its causes and prevention.

Equation Nottinghamshire

Trustees' Report

We review our aims, objectives and activities each year. This review looks at what we achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity. In particular, the trustees consider how planned activities will contribute to the aims and objectives the organisation has planned.
Our main objectives for the year continued to be:
• To promote and enable an effective response towards domestic abuse and sexual violence;
• To promote a culture where domestic abuse and sexual violence is considered unacceptable;
• To promote a culture where people understand and aspire to a healthy relationship;
• To promote an understanding of the way gender inequalities influence domestic abuse and sexual violence;
• To ensure that Equation continues as a relevant, efficient and sustainable force in combating domestic abuse and sexual violence.

The strategies we used to meet these objectives included:
• Delivery of an in-demand, effective, topical training and awareness programme;
• Development of resources to improve access to services, increase safety and promote effective practice;
• Scoping and establishing new potential areas of service provision;
• To create a sustainable organisation through marketing, funding, business development and financial security.

Public benefit

All our charitable activities focus on challenging, preventing and reducing domestic and sexual violence by increasing public awareness, promoting and implementing early interventions, and strengthening inter-agency work. These activities are undertaken to further our charitable purposes for the public benefit and are described throughout the remainder of the report.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Chair's Annual Report 2020 - 2021

'Our goal is for everyone to have equal, healthy relationships, in a society free from domestic abuse, sexual violence and gender inequality'

This year, as with the end of last year, has been dominated by the management of the global pandemic and that has had an impact on all of us at Equation, personally, professionally and as a team. We have remained focused on achieving the vision, values and strategic objectives of our Strategy 2019 – 2022, but have adapted to remote delivery methods to ensure we can still support people experiencing domestic and sexual violence. We have learnt different ways of working and delivering our services and we have continued to consolidate and build on our strong foundations to grow as an organisation. We have responded throughout the year to the increased levels of vulnerability for people experiencing domestic and sexual violence whilst in lockdown, including providing support and services for teachers and schools through online platforms; developing our training resource so that it has remained relevant, up to date and accessible for all professionals working in Nottingham and Nottinghamshire; and built on our partnership working to ensure key safety and support messages are coordinated, available and reaching those who need them. In our last Annual Report, we said we would be proactive in rising to the challenges; consider the implications of the Black Lives Matters movement and broader issues of equality, diversity and inclusion; and look for opportunities for business growth and we have taken each of these forward within our planning and service delivery. We will continue to work in these areas over the next year and particularly within the review of our strategy and priorities.

Equation Nottinghamshire

Trustees' Report

The Equation Team

We could not achieve what we do without the dedication, commitment and skills of our team of staff, volunteers and freelancers and I would like to thank each and every one of them for everything they do, particularly this year. The team has remained positive, committed and responsive, supporting each other, those we work with and other organisations in the sector. We said goodbye to some members of the staff team, including Laura Grant, Carleen Bentley and Sophie Maskell and wish them every success in the future and we welcome Grace Smith, Ieva Medne, Yvette Khouri Bent, Olwen Davies, Kath Crowther, Helen Bryan, Roseanna Escobar Byrne and Holly Mills to the team.

I am extremely grateful for the time that all volunteers give to support the work of Equation, at all levels of the organisation. We focused on strengthening our team of volunteer trustees this year, increasing our numbers and bringing diversity and new skills into the Management Committee to support our future development. Alex Joseph, Emily Bairstowe, Hollie Venn, Kelly Bannaton, Raina Mason and Steph James joined us, with Ant Rosevear and Viv McCrossen leaving towards the end of the year but continuing to support Equation in a variety of ways. I am grateful to both of them for everything they did for Equation during their time as trustees.

We have up to 200 volunteers support Equation in all sorts of ways, including providing admin support, helping us to deliver campaigns and training and supporting our work with children and young people. It is our volunteers who make it possible for us to do the volume of work that we do and reach into new groups within our community and we are grateful for all the support they provide.

Our Achievements & Plans

To increase work to prevent domestic abuse and sexual violence by raising awareness and educating people about equal and healthy relationships.

- Begun work with the Violence Reduction Unit focusing on young people and prevention with a combined focus on domestic abuse and knife crime;
- Extended our pilot programs for young people causing harm – Project Horizon and My Connections;
- Developed a prototype for a healthy relationships app for primary school children.
- Began development of a support booklet for professionals working with adolescent to parent violence and abuse;
- Supported schools, provided resources and trained staff remotely in schools during COVID;
- Led the City and County Comms group to coordinate survivor and professionals messaging during COVID 19;
- Delivered 5 key campaigns to over 590,000 people including our first social media campaign to young women on Tik tok experiencing online harassment.

To ensure more survivors of domestic abuse and sexual violence get the most effective support to create space for action.

- Secured a contract with Nottinghamshire City Council for Domestic and sexual abuse prevention work for the next 5 years;
- Partnered and led on the mobilisation of a perpetrator intervention program for 1 year partnering with Notts Women's Aid, Juno Women's Aid and the Jenkins Centre;
- Introduced silent options during COVID 19 for male survivors to access support with email helpline@equation.org.uk and a self-referral form on our website;
- Transferred all training delivery to online access and delivery Delivered 158 training events to over 3,600 delegates, with additional provision of recorded sessions viewed 300 times;
- Developed 5 new training sessions and trained all Nottingham City Councillors;

- Distributed over 72,000 survivor and campaign resources with highly targeted distribution of resources to key venues during COVID.

To ensure Equation have adequate resources and operate with a financially sustainable model.

- Strengthened our resources to manage the organisations finances;
- Sustained our grants and community fundraising income.
- Increasing the number, diversity and expertise of our trustees to support the Management Committee;
- Restructured Marketing, Campaigns and Resources functions into a new Campaigns and Communications Workstream;
- Expanded our Children & Young People and Training team's capacity;
- Introduced a new Helpline and admin Project worker role for the Men's Service;
- Improved our recruitment and support of volunteers;
- Began a review of workforce recruitment, induction and development and implemented new processes and expectations;
- Introduced new systems including internet telephone and a bespoke CRM.
- Worked in partnership with Women's Aid England on Change that Lasts pilot, welcomed guest speakers from Paladin and Suzy Lamplugh Trust, locally worked with Notts Muslims Women's Network, the Pythian Club, Metropolitan Thames Valley Housing, Childline, Notts Law Society, City Community Protections Teams and Children's Services to name a few;
- Launched the first local campaign for male survivors of domestic abuse #supportnotsilence;
- Partnered with Leicestershire based perpetrator program specialists The Jenkins Centre;
- Delivered safeguarding training to Metropolitan Thames Valley Housing Association;
- Worked with The Centre for Women's Justice and Surviving Economic Abuse, and presented to the East Midlands Regional conference on Parental conflict.

To build organisational capacity for future growth.

To increase the profile and influence of Equation.

We are starting the new year with the most amazing news that we have received the Queens Award for Voluntary Service, including special designation for providing impactful support to our communities during the Covid-19 pandemic in 2020. This is a huge honour for us and for the volunteers who support our work. We will continue to develop, grow and remain at the heart of domestic and sexual violence services within Nottinghamshire and beyond.

Anne Partington, Chair of Trustees

Workstream Reports

Domestic Abuse Service for Men

Delivery and Impact:

Total Number of Cases referred into service between 2020-2021 – 700 in total.

City	278
North County	163
South County	240
No reporting area	19

Within the number of the referrals the team supported 677 males who were referred, or self-referred into the service, this ranges from contact to let them know about our service, one off or short-term interventions and then the longer-term support.

From those referrals 188 of those had a short-term intervention and 109 had long term service support.

Although there is a reduction in numbers from last year, we attribute this to both the reduction in standard referrals from the police and the impact of lockdown/COVID-19 restrictions.

During this year we saw the onset and continued impact of COVID-19 and lockdown restrictions. We saw an impact on referrals and this was in line with the national Men's Advice Line who initially saw a decrease. We then saw an increase/spike after every lockdown easing which was anticipated and predicted by the team; with men taking longer to call and disclose.

The types of referrals and calls we received on the Helpline also changed in line with Lockdown. There was increased need for urgent accommodation/refuge; more cases that had no recourse to public funds and much more complexity of need requiring multi agency liaison and working.

The Men's Service transitioned seamlessly into remote working with no impact to the support offered to survivors or professionals. The introduction of a new phone system supported this and has ensured that remote working is sustainable. To offer alternative options for referrals we developed a helpline email address, zoom video calls and website referral forms to ensure silent solutions were open to survivors – this was developed alongside social media promotion and professional networks. In addition, we developed safe contact strategies and contributed to a Safe Contact briefing that was developed for professionals.

During the last 12 months we employed a part time Helpline Worker to enable some capacity in the team. This is a developmental role with a view to ensuring the Helpline is set up as a stand-alone service and look at future development of other referral options such as webchat.

Other Developments:

- Younger Men Project – We have joined up with Nottingham University to facilitate a student project to begin research and identify how to reach younger demographics of males experiencing domestic abuse. This is a project that we plan to take forward and funding applications have been submitted. Being able to ensure we deliver bespoke delivery to all demographic groups is key to future service development right from how we get younger men to refer in; what services do they require and how can we work and engage with them successfully.
- Oasis/Database - It is acknowledged that the data collected and reported upon has been a challenge for some time and does not accurately portray the work of the team and the journey of the survivor. Data mapping is currently underway, and we hope to take this work forward over the next 12 months.

- Housing Needs Assessment undertaken for the Men's Service for the Duty to Accommodate section of the new Domestic Abuse Act.

Future Plans:

- With funding secured from the MOJ & MHCLG we are expanding our service for men, to provide additional support and specialist support for LGBTQ survivors.
- Review and completion of the Men's Service Handbook in line with the Oasis mapping and process changes.
- Continue with the Younger Men's Project alongside the other workstreams.

Perpetrator Program: Your Choice Project

A pilot program began in 2020, commissioned jointly with The Jenkins Centre, NWAL and JUNO Women's Aid, aims to help people who have been abusive towards their partners or ex-partners to change their behaviour and develop respectful, non-abusive relationships. Commissioned by the Home Office via the Police and Crime Commissioners the program also offers support to partners and/or ex partners alongside the perpetrator program.

The pilot is due to finish at the end of March 2022 and will be formally externally evaluated. The aim being that we will apply for further funding to enable this program to continue longer term in conjunction with continued consultation and support from The Jenkins Centre.

Children and Young People's Service

During 2020-21 Equation have continued to engage children, young people, parents, and teachers with preventative projects focussed on raising awareness of healthy relationships and domestic abuse.

The COVID-19 pandemic unfortunately meant that Equation could not deliver in schools most of the year, but the work did not end there. Equation used time and funding to review, reinvent, create, and develop across projects, training, and resources.

Delivery and Impact:

Equation was able to reach a small number of children, young people and professionals plus distributed more resources than previous years:

- Total number of children and young people engaged: 330.
- Total number of professionals accessing awareness training: 327.
- Total number of resources distributed: 2,880.

Key Developments:

- Recruitment of 3 new team members and 5 new freelance facilitators.
- An animation defining gender (in)equality for children in primary school.
- Re-design of www.respectnotfear.co.uk – a healthy relationships website for young people.
- A healthy relationships education brochure for secondary schools.
- Suite of teacher twilight training sessions for education professionals.
- A prototype of a healthy relationship's app for primary school aged children.
- A partnership project with Nottinghamshire Women's Aid working with young people using harmful behaviours in their own relationships.
- A bespoke project designed to raise awareness and promote positive choices to young men of the issues of domestic abuse and knife crime.

- Re-brand of two resource booklets.
- Beginning of the development of a new support booklet for professionals working with adolescent to parent violence issues.

Future Plans:

- Targeted projects and programmes for wider range of young people.
- Raising awareness of the use of technology within domestic abuse and young people's relationships.
- Developing packages of training, tools, and resources for the Early Years sector.

Campaigns and Resources

Delivery:

Over the last year, Equation developed and adapted its campaigns and communications activities with the specific objective of overcoming the implications COVID-19 has on survivors and their ability to access support services. Existing campaigns were adapted to focus on more digital methods of delivery and reach more diverse groups in our communities online. Help a Friend ran twice during the year increasing from the usual delivery model which is once a year. The White Ribbon campaign too moved fully online in place of the annual give away events that usually reach around 2,500 men that were unable to take place. Comparatively the online campaign reached over 18,000.

A move to focus on more online delivery helped to bridge the gap left by not being able to reach people as readily with events and print media around the city and county, but print media was not completely overlooked. A more limited focus on this medium centred on key areas such as supermarkets, convenience stores, take-aways and parks and recreational settings where footfall was highest during lockdown.

Similarly, to print media, because of the pandemic, the distribution of our physical resources decreased. However, Equation worked with local healthcare providers and other partners to ensure local resources, best practice and signposting information was provided to local Pharmacies and other venues participating in the national Safe Spaces scheme.

Equation has continued to lead Nottingham City and County domestic abuse communications across the voluntary and statutory sector during the COVID-19 crisis. At the beginning of the year, we ensured vital information about how services were adapting was well communicated and kept up to date as things changed on a regular basis during the first lockdown. We also led on coordinating key communications around national initiatives such as safe spaces and Ask for Ani as well the new Domestic Abuse Act.

Impact:

Number of campaigns delivered:

This year, we have focused on 5 key campaigns:

- Help A Friend
- Support Not Silence
- White Ribbon
- Speak Out to Help Out (New)
- Handle Harassment like a Boss (New)

Other Activities:

- Cause Awareness Days: International Women's Day, Pride, Stalking Week, various mental health awareness days.

- Statutory and Voluntary Sector Comms Coordination, City and County.
- Sector comms to key agencies during COVID-19 – Pharmacies etc.

Number of people reached with Help a Friend:

- Social Media Reach: 78,200
- Digital Audio: 102,033
- Outdoor Media: 7 billboards 10 telephone boxes (reach unmeasurable)

Total Reach: 590,777

Number of resources distributed, including discreet safety resources and in multiple languages across the City and County:

Total: 72,249

Developments:

- Equation developed a Stalking card to add to our safety resources.
- We developed two new campaigns: Speak Out to Help Out was developed with the intention of encouraging more men to speak to trusted friends and family about abuse and / or mental health. Our Support Not Silence campaign already exists to increase men's understanding of what constitutes domestic abuse. Speak Out to Help Out is intended to run alongside, unpicking barriers rooted in societal attitudes of gender equality, toxic masculinity, stigma, and shame of speaking out. This campaign was piloted as a purely online campaign and performed well with limited budget.
- Funding from the Ministry of Justice enabled us to develop and deliver our first campaign aimed at young people; Handle Harassment Like a Boss. This campaign responded to increased instances of online harassment during the pandemic and will continue to be a crucial campaign for young women post-lockdown. The campaign was run on Tik Tok and reached over 350k young women and girls.

Future Plans:

- Equation will continue to expand its flagship Help a Friend campaign and we hope to increase funding to focus on a year-round delivery model that will expand understanding of non-physical forms of abuse, which more often emerge in the earlier stages of abuse. We will continue to find new channels of delivery that help expand our reach and post lockdown we hope to develop bystander workshops for family, friends, and allies.
- Focus on reaching young people and families with our campaigns will also increase through Help a Friend, Reel Equality and White Ribbon campaigns work with a strengthened focus on prevention.
- The development of discreet resources that reach more people in our community through adding additional language information cards, as well as resources in alternative formats which can be even more discreetly stored.

Workforce Development

Equation have continued to train professionals and volunteers on domestic abuse in a wide variety of subject areas, but the COVID-19 pandemic meant that from April 2020 – June 2020 the team redeveloped existing training modules into remotely deliverable sessions, developed our skills in remote delivery and identified methods and platforms for delivery.

It was clear early in the pandemic that training would be essential to ensure that Nottingham and Nottinghamshire workforce would be well placed to continue to offer support to survivors where possible. A suite of training was developed with reference to this including:

- Recorded sessions for volunteers and workers.
- Recorded sessions for pharmacies (who we knew would be frontline as disclosure options)
- Briefings on COVID-19 and domestic abuse.
- Recorded updates on how statutory agencies and local specialists were responding.
- A suite of seminars with City and County Safeguarding Partnerships to ensure that the impact of the pandemic would be considered in responses to domestic abuse.

Delivery:

During this year there was an overall increase in the number of sessions delivered and the number of professionals and volunteers that received training:

- Total number of training sessions delivered: 158
- Total number of FGM (Female Genital Mutilation) network and Violence Against Women and Girls Network sessions facilitated: 5
- Total number of recorded sessions developed: 9
- Total number of briefing templates developed for the LA: 3
- Total number of seminars delivered or attended to deliver: 9
- Total number of professionals accessing training: 3,621
- Total number of recorded training viewings: 300+
- Total number of reflective practice sessions delivered: 8

Key Developments:

- Recruitment of 3 new tech support facilitators.
- Re-writing of all major training sessions for remote delivery.
- Review of Improving Skills for Survivors and Coercive Control sessions.
- Development of session on COVID-19 and Domestic Abuse.
- Development of session on Safe Contact.
- Development of session on Non-Domestic Abuse Stalking.
- Development of session on Adolescent to Parent Violence and Abuse.
- Seminars delivered on: Economic Abuse, Domestic Abuse and the Pandemic, Technology and Domestic Abuse, Suicide and Domestic Abuse, Children and Domestic Abuse during Lockdown.
- Writing of counter-allegation framework with Nottingham ALIG.
- Bespoke training to MTVH.
- Work with Experian to deliver training on credit scoring and Financial Abuse.
- Work with the PDU to deliver a series of sessions on Multiple Disadvantage.
- Work with DVPN/O Officer to deliver training to multi-agency groups.
- Delivery of training to Nottingham City Councillors.

National Partnerships:

During this period, we also developed new National Partnerships to enhance the knowledge base of local practitioners, this included:

- The Centre for Women's Justice to contribute to the collection of information on non-fatal strangulations.
- Surviving Economic Abuse – to deliver a suite of training for free in Nottingham on Economic Abuse in preparation for the Domestic Abuse Act
- Suicide prevention charities and local authority specialists – as part of Domestic Homicide Review Learning on Suicide and Domestic Abuse.
- Presenting to East Midlands Regional Conference on the Differences between Domestic Abuse and Parental Conflict.

Good Practice Development:

- Safer Contact Models
- Counter-Allegations Framework

Future Plans:

- Developing training on domestic abuse, older adults and adults with care and support needs.
- Refreshing training on supporting survivors from black, ethnic and minoritized communities.
- Building Partnerships with Sexual Violence Specialists to enhance the training offer locally in responding to, and effectively referring survivors of sexual violence.

Fundraising Report

During 2020-21 our fundraising plans were affected due to the pandemic, with mass participation challenges and fundraising events being cancelled. As plans changed, we tried to adapt through online events and digital fundraising and with the support of the High Sheriff, Dame Elizabeth Fradd, as her chosen charity, we were able to increase our income based on the previous year.

The team managed some changes in staff turnover with Laura Grant, Head of Fundraising, resigning her position. And, Finance Officer Carrie McNabb, taking on the new role of Head of Finance and Business Development. We have not yet appointed for the role of a Community Fundraiser and will progress this as restrictions ease during the next year.

Trust Fundraising:

This year saw a decrease in income from Trusts and Foundations, primarily due to many Trusts' focussing on responding to COVID-19 and funding existing grant holders. Despite this, we were able to secure funding toward our own response and funding towards our core aims.

Over the next year we hope to engage with existing and new funders towards several new projects we hope to deliver.

Community Fundraising:

As mentioned, we were pleased to see an increase in donations through our partnership with the High Sheriff. Whilst we saw a decrease in donations from our community and through challenges and events, the High Sheriff supported our efforts through various appeals and online events during the year.

Whilst we were unable to work with our volunteers in the same way we were pleased to be fully supported by our team of volunteers and we thank them for their invaluable support.

Targets for 2021-22

We have considered the impacts COVID-19 had on our fundraising plans during the last year and have re-evaluated our fundraising strategy for this year. We hope to grow our digital fundraising and find new ways to engage with our community. Working closely with the Marketing and Communications team we hope to raise more awareness of our work in our community and hope this will present new and exciting opportunities.

Treasurer's Report

Finances' for period to 31st March 2021

The accounts presented cover the 12-month period from 1st April 2020 to 31st March 2021.

Equation's total income for 2021 equated to £673k, a Decrease of £25k. (-3.6%) on the previous year of £698k

Statutory Grant income in year equated to £460k, an Increase of £43k. (10.4%) on the previous year of £417k

The main funders made up off Nottingham Crime and Drugs Partnership, Big Lottery, and Nottinghamshire County Council.

Additional grants received totalled £135k, a Decrease of £2k. (-1.6%) on the previous year of £138k

Donations received from various sources and Equation is once again very grateful for the continued support of our funders.

Income from Donations generated equalled £42k, an Increase of £21k. (105%) on the previous year of £21k

Further income of £35k has been received for fundraising events, activities, and training, a Decrease of £88k. (-71%) on the previous year of £123k.

Expenditure for 2021 equalled £614k for the 12-month period, a Decrease of £17k. (-2.7%) on the previous year of £630k

The average number of employees increased by 3 from 23 to 26 during the year with associated payroll costs increased by £29k. (7%)

The cost of paid staff working for Equation totalled £444k in year and self-employed freelance workers totalled £20k, the total accounting for 76% of the total costs.

At the end of the period, the charity had total reserves of £373k split between £235k of free reserves and £137k of restricted funds which will be spent on the activities required by the funders in the next period.

It is still the intention of the Management committee of Equation to have the equivalent of 3 to 6 months average core running costs of free reserves as this would be required in the event of winding up. Equation finances continued to be reviewed and closely monitored by the finance subcommittee and the trustee board every quarter.

Total reserves in year stand at £373k

In the past 12 months, Equation has seen an increase in free reserves (for the third year in a row) with free reserves now standing at £235k from previous year of £181k, a total increase of £55k.

Total restricted funds now stand at £137k an increase in year of £5k up of 4% on year end 2020.

Total Cash at Bank and in Hand stands at £357k an increase in year of £150k from 2020.

Equation Nottinghamshire

Trustees' Report

Equation and the Trustees sincerely thank everyone who has provided financial support to the charity during the financial year. We would also like to thank the staff for their professionalism, passion and dedication to Equation and continued efforts to further improve Equation's financial position.

John O'Brien of Community Accounting Plus was re-appointed as the accountants to Equation during the year. We would therefore extend our thanks to them for their examination of Equation's books and for presenting the accounts for this annual report.

We would like to thank Community Accounting Plus for providing payroll support and advice during the year.

We would also like to thank Anna Clark and all the staff at Equation for their continual hard work, which has directly contributed to the continued Strength of the financial position this year.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Equation Nottinghamshire for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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 its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 5/8/21 and signed on its behalf by:

.....

Anne Marie Partington
Trustee

Equation Nottinghamshire

Independent Examiner's Report to the trustees of Equation Nottinghamshire

Independent examiner's report to the trustees of Equation Nottinghamshire ('the Company')
I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021.

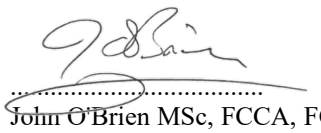
Responsibilities and basis of report
As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member and Fellow of the Association of Charity Independent Examiners, which is one of the listed bodies.
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
John O'Brien MSc, FCCA, FCIE, employee of Community Accounting Plus
Fellow of the Association of Charity Independent Examiners

Units 1 & 2 North West
41 Talbot Street
Nottingham
NG1 5GL

Date: 16/08/2021

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	2	85,715	-	85,715	54,124
Charitable activities	3	35,161	552,218	587,379	638,240
Other trading activities	4	219	-	219	5,964
Investment income	5	136	-	136	2
Total income		121,231	552,218	673,449	698,330
Expenditure on:					
Charitable activities	6	(66,951)	(546,686)	(613,637)	(630,550)
Total expenditure		(66,951)	(546,686)	(613,637)	(630,550)
Net income		54,280	5,532	59,812	67,780
Net movement in funds		54,280	5,532	59,812	67,780
Reconciliation of funds					
Total funds brought forward		180,467	132,271	312,738	244,958
Total funds carried forward	18	234,747	137,803	372,550	312,738

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for the period is shown in note 18.

Equation Nottinghamshire

Statement of Financial Activities for the Year Ended 31 March 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

These are the figures for the previous accounting period and are included for comparative purposes

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £
Income and Endowments from:				
Donations and legacies	2	54,124	-	54,124
Charitable activities	3	117,217	521,023	638,240
Other trading activities	4	5,964	-	5,964
Investment income	5	2	-	2
Total income		177,307	521,023	698,330
Expenditure on:				
Charitable activities	6	(132,784)	(497,766)	(630,550)
Total expenditure		(132,784)	(497,766)	(630,550)
Net income		44,523	23,257	67,780
Net movement in funds		44,523	23,257	67,780
Reconciliation of funds				
Total funds brought forward		135,944	109,014	244,958
Total funds carried forward	18	180,467	132,271	312,738

Equation Nottinghamshire

(Registration number: 4517544)
Balance Sheet as at 31 March 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	616	1,213
Current assets			
Debtors	13	58,126	113,239
Cash at bank and in hand	14	360,100	211,030
		418,226	324,269
Creditors: Amounts falling due within one year	15	(46,292)	(12,744)
Net current assets		371,934	311,525
Net assets		372,550	312,738
Funds of the charity:			
Restricted income funds			
Restricted funds	18	137,803	132,271
Unrestricted income funds			
Unrestricted funds		234,747	180,467
Total funds	18	372,550	312,738

For the financial year ending 31 March 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 16 to 31 were approved by the trustees, and authorised for issue on 8.Aug.2021 and signed on their behalf by:

Jacqui Davison

.....

Jacqueline Davison
Trustee

Equation Nottinghamshire

Statement of Cash Flows for the Year Ended 31 March 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash income		59,812	67,780
Adjustments to cash flows from non-cash items			
Depreciation		597	1,086
Investment income	5	(136)	(2)
		60,273	68,864
Working capital adjustments			
Decrease/(increase) in debtors	13	55,113	(10,237)
Increase/(decrease) in creditors	15	33,548	(34,160)
Net cash flows from operating activities		148,934	24,467
Cash flows from investing activities			
Interest receivable and similar income	5	136	2
Purchase of tangible fixed assets	12	-	(1,811)
Net cash flows from investing activities		136	(1,809)
Net increase in cash and cash equivalents		149,070	22,658
Cash and cash equivalents at 1 April		211,030	188,372
Cash and cash equivalents at 31 March		360,100	211,030
Reconciliation of net cash flow to movement in net funds			
Increase in cash		149,070	22,658
Net funds at 1 April 2020		211,030	188,372
Net funds at 31 March 2021		360,100	211,030

All of the cash flows are derived from continuing operations during the above two periods.

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation
Equation Nottinghamshire meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern
The financial statements have been prepared on a going concern basis.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

Income and endowments
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Government grants
Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Furniture & equipment	20% straight line
Computer equipment	33% straight line

Trade debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure
Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those grants for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

2 Income from donations and legacies

	Unrestricted funds		
	General	Total 2021	Total 2020
	£	£	£
Donations and legacies;			
Donations from companies, trusts and similar proceeds	23,546	23,546	-
Donations from individuals	34,640	34,640	20,537
Grants, including capital grants;			
Government grants	5,795	5,795	20,226
Grants from other charities	21,734	21,734	13,361
	85,715	85,715	54,124

3 Income from charitable activities

	Unrestricted funds			
	General	Restricted funds	Total 2021	Total 2020
	£	£	£	£
Grants & donations	-	552,218	552,218	521,023
Training activities & projects	30,514	-	30,514	109,440
Licenses	178	-	178	4,359
Resource orders	4,237	-	4,237	3,406
Sundry	232	-	232	12
	35,161	552,218	587,379	638,240

4 Income from other trading activities

	Unrestricted funds		
	General	Total 2021	Total 2020
	£	£	£
Local fundraising and street collection income	219	219	5,964
	219	219	5,964

5 Investment income

	Unrestricted funds		
	General	Total 2021	Total 2020
	£	£	£
Interest receivable and similar income;			
Interest receivable on bank deposits	136	136	2

6 Expenditure on charitable activities

	Unrestricted General funds £	Restricted funds £	Total 2021 £	Total 2020 £
Accountancy	1,860	-	1,860	1,960
Depreciation	198	399	597	1,086
Events & training	740	674	1,414	5,970
Fundraising costs	534	-	534	2,876
Freelance workers	70	21,044	21,114	90,075
Insurance	1,409	6,909	8,318	7,157
Marketing & social media	728	14,732	15,460	7,472
Office administration	2,760	20,978	23,738	7,681
Payroll & professional fees	11,905	26,319	38,224	18,046
Repairs, maintenance & equipment	1,912	14,133	16,045	8,395
Rent & utilities	4,324	8,651	12,975	14,046
Resources	-	22,129	22,129	30,804
Salaries, NIC & pensions	89,710	354,182	443,892	415,127
Staff expenses	2,280	4,770	7,050	10,665
Staff training	-	-	-	6,485
Social media	-	-	-	2,506
Sundry expenses	-	-	-	72
Trustee & volunteer expenses	287	-	287	127
Allocation of overheads	(51,766)	51,766	-	-
	66,951	546,686	613,637	630,550

7 Net incoming/outgoing resources

Net incoming resources for the year include:

	2021 £	2020 £
Depreciation of fixed assets	597	1,086

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

9 Fees payable to independent examiner

During the period, the fees payable (excluding VAT) to the charity's independent examiner Community Accounting Plus are analysed as follows:

	2021 £	2020 £
Independent examination	1,550	1,550
Other financial services	1,358	1,494
	2,908	3,044

10 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	405,662	377,244
Social security costs	24,055	22,737
Pension costs	14,175	15,146
	443,892	415,127

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2021 No	2020 No
Average number of employees	24	22

21 (2020 - 18) of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the year totalled £14,175 (2020 - £15,146).

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £87,257 (2020 - £69,356).

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Computer equipment £	Total £
Cost			
At 1 April 2020	22,648	1,811	24,459
At 31 March 2021	22,648	1,811	24,459
Depreciation			
At 1 April 2020	22,648	598	23,246
Charge for the year	-	597	597
At 31 March 2021	22,648	1,195	23,843
Net book value			
At 31 March 2021	-	616	616
At 31 March 2020	-	1,213	1,213

13 Debtors

	2021 £	2020 £
Trade debtors	45,285	104,676
Prepayments	7,841	8,563
Other debtors	5,000	-
	58,126	113,239

14 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	102	676
Cash at bank	359,998	210,354
	360,100	211,030

15 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	11,603	8,184
Other taxation and social security	12,897	-
Other creditors	423	277
Accruals	21,369	4,283
	46,292	12,744

16 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Land and buildings		
Within one year	16,200	11,250
Between one and five years	8,100	11,250
	24,300	22,500
Other		
Within one year	1,280	1,280
Between one and five years	-	1,280
	1,280	2,560

17 Charity status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

18 Funds

	Balance at 1 April 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds					
General					
General fund	31,530	92,350	(59,152)	-	64,728
Designated					
Children & Young People - project reserves	73,029	6,124	-	-	79,153
Campaigns & Communications - project reserves	2,146	231	-	-	2,377
Training - project reserves	20,843	16,806	(4,017)	-	33,632
Survivors & Perpetrators - project reserves	29,256	5,720	(3,782)	-	31,194
Redundancy, Sickness, Maternity & Paternity	23,663	-	-	-	23,663
	148,937	28,881	(7,799)	-	170,019
Total Unrestricted funds	180,467	121,231	(66,951)	-	234,747
Restricted funds					
Children & Young People	82,341	264,558	(233,487)	-	113,412
Campaigns & Communications	8,768	87,763	(101,021)	10,742	6,252
Resources	10,742	-	-	(10,742)	-
Training	17,627	78,483	(86,954)	-	9,156
Survivors & Perpetrators	6,840	121,414	(119,271)	-	8,983
Building Capabilities	5,953	-	(5,953)	-	-
Total restricted funds	132,271	552,218	(546,686)	-	137,803
Total funds	312,738	673,449	(613,637)	-	372,550

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2021

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2020 £
Unrestricted funds					
General					
General fund	33,043	72,545	(74,058)	-	31,530
Designated					
Children & Young People - project reserves	48,466	61,244	(36,681)	-	73,029
Campaigns & Communications - project reserves	1,415	731	-	-	2,146
Training - project reserves	9,049	29,087	(17,293)	-	20,843
Survivors & Perpetrators - project reserves	20,308	13,700	(4,752)	-	29,256
Redundancy, Sickness, Maternity & Paternity	23,663	-	-	-	23,663
	102,901	104,762	(58,726)	-	148,937
Total unrestricted funds	135,944	177,307	(132,784)	-	180,467
Restricted funds					
Children & Young People	51,725	286,582	(243,085)	(12,881)	82,341
Campaigns & Communications	15,262	31,378	(37,872)	-	8,768
Resources	6,701	24,263	(20,222)	-	10,742
Training	23,759	70,272	(76,404)	-	17,627
Survivors & Perpetrators	3,982	108,528	(105,670)	-	6,840
Business Development	7,585	-	(7,585)	-	-
Building Capabilities	-	-	(6,928)	12,881	5,953
Total restricted funds	109,014	521,023	(497,766)	-	132,271
Total funds	244,958	698,330	(630,550)	-	312,738

The specific purposes for which the funds are to be applied are as follows:

Children & Young People - Restricted Fund – This restricted fund is allocated to the 20-21 school year that extends beyond our financial year and as a result, some funding is restricted to deliver programming to schoolchildren before breaking for summer.
Campaigns & Communications - Restricted Fund – This restricted fund represents a variety of wrap-up activities for commissioned Campaigns and provides resources for a variety of client groups.
Resources - Restricted Fund – This restricted fund was merged with the Campaigns & Communications Fund..
Training - Restricted Fund – This restricted fund is allocated to provide training and workforce development seminars for both Nottingham and Nottinghamshire professionals and to conclude specialised projects for STRIDE and Postcode Lottery.
Survivors & Perpetrators - Restricted Fund (formerly Men's Services) – This restricted fund will be used to provide counselling and support to male survivors of domestic abuse within Nottingham and Nottinghamshire.
Business Development - Restricted Fund – This restricted fund was allocated to complete the work to fund a website enhancement to better facilitate access to Equation's resources and services.

The unrestricted reserves for each project have been put into designated funds to reflect where the funds have come from and to further that particular project's activities.
It is the intention that for each project, this fund will include an amount equivalent to approximately 3 months' running costs in the event of winding up the company and to fund investment into new program development within the projects.
Children & Young People - Designated fund for monies identified as the unrestricted element of the total funds for Children & Young People.
Campaigns & Communications - Designated fund for monies identified as the unrestricted element of the total funds for Campaigns & Communications.
Training - Designated fund for monies identified as the unrestricted element of the total funds for Training.
Survivors & Perpetrators - Designated fund for monies identified as the unrestricted element of the total funds for these services.
Redundancy, sickness, maternity & paternity - Funds for employment costs as stated.

During the period the Resources Fund was merged with the Campaigns & Communications Fund.

19 Analysis of net assets between funds

	Unrestricted funds			
	General	**Designated**	**Restricted funds**	**2021 Total funds**
	£	**£**	**£**	**£**
Tangible fixed assets	616	-	-	616
Current assets	110,404	170,019	137,803	418,226
Current liabilities	(46,292)	-	-	(46,292)
Total net assets	64,728	170,019	137,803	372,550

	Unrestricted funds			
	General £	Designated £	Restricted funds £	2020 Total funds £
Tangible fixed assets	1,213	-	-	1,213
Current assets	43,061	148,937	132,271	324,269
Current liabilities	(12,744)	-	-	(12,744)
Total net assets	31,530	148,937	132,271	312,738

20 Related party transactions

There were no related party transactions in the year.