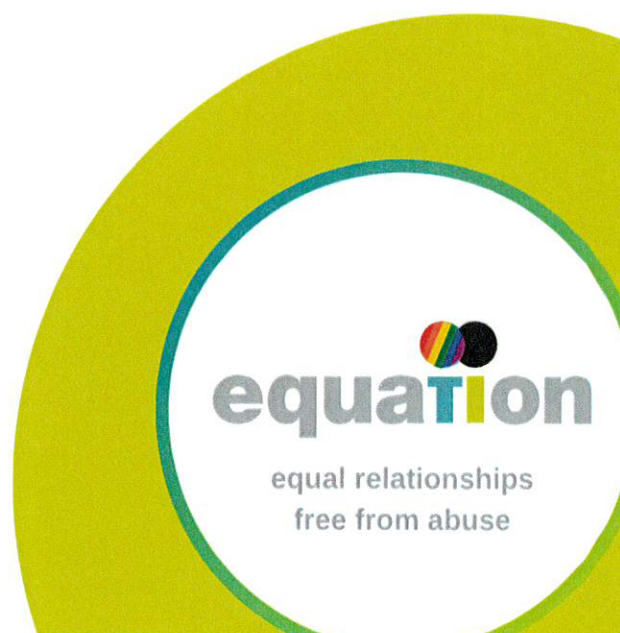




Equation Nottinghamshire

ANNUAL REPORT

Year ending 31 March 2022

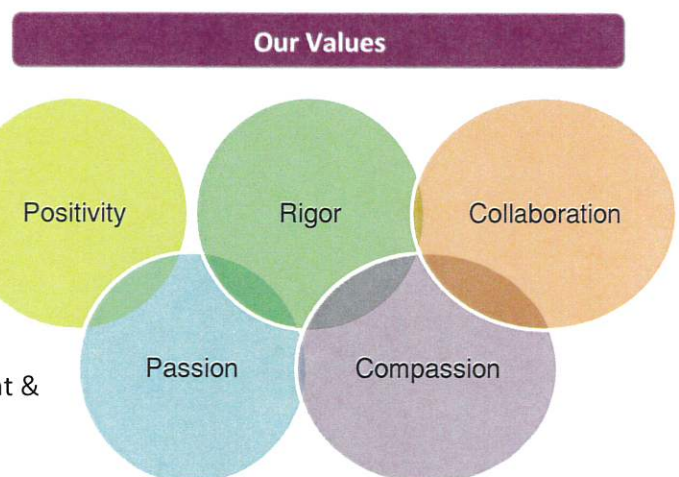


Message from our Chair

'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.



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:



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.

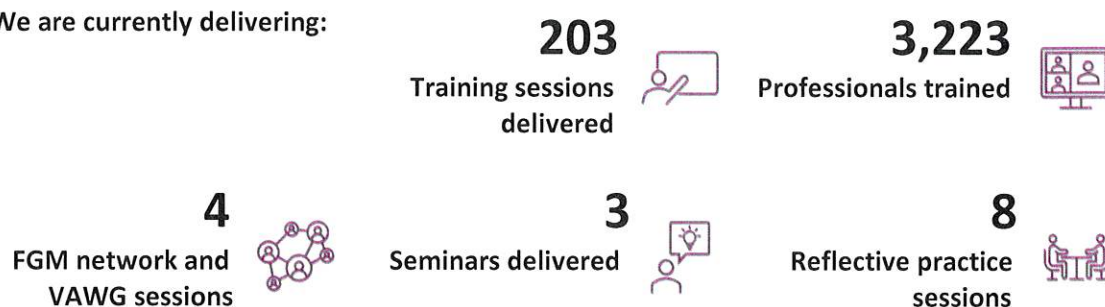
This year we also developed new sessions that would ensure that emerging themes relevant for professionals and reflecting the experiences and support needs of survivors were addressed. This included a new session on Domestic Abuse and Technology, The Domestic Abuse Act and considerations, and a session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



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.

Equation Nottinghamshire

Trustees' Report

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

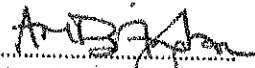
Trustees' Report

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.

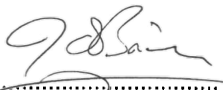
Independent examiner's statement

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
		<u>724,834</u>	<u>418,226</u>
Creditors: Amounts falling due within one year	12	<u>(203,610)</u>	<u>(46,292)</u>
Net current assets		<u>521,224</u>	<u>371,934</u>
Net assets		<u>528,730</u>	<u>372,550</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	15	115,549	137,803
Unrestricted income funds			
Unrestricted funds		<u>413,181</u>	<u>234,747</u>
Total funds	15	<u>528,730</u>	<u>372,550</u>

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:


.....
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.

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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.

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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

Furniture & equipment

Depreciation method and rate

20% straight line

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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.

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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
	<u>42,518</u>	<u>42,518</u>	<u>85,715</u>

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
	<u>115,352</u>	<u>837,293</u>	<u>952,645</u>	<u>587,379</u>

4 Income from other trading activities

	Total funds £	Total 2021 £
Local fundraising	-	219
	<u>-</u>	<u>219</u>

5 Investment income

	Total 2022 £	Total 2021 £
Interest receivable and similar income;		
Interest receivable on bank deposits	-	136
	<u>-</u>	<u>136</u>

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

11 Cash and cash equivalents

	2022 £	2021 £
Cash on hand	135	102
Cash at bank	615,967	359,998
	<u>616,102</u>	<u>360,100</u>

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	-
	<u>203,610</u>	<u>46,292</u>

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
	<u>34,890</u>	<u>24,300</u>
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.

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

15 Funds

	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
Unrestricted funds					
<i>General</i>					
General fund	64,728	46,016	9,306	11,258	131,308
<i>Designated</i>					
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
	<u>170,019</u>	<u>111,854</u>	<u>-</u>	<u>-</u>	<u>281,873</u>
Total unrestricted funds	<u>234,747</u>	<u>157,870</u>	<u>9,306</u>	<u>11,258</u>	<u>413,181</u>
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	<u>137,803</u>	<u>837,293</u>	<u>(848,289)</u>	<u>(11,258)</u>	<u>115,549</u>
Total funds	<u>372,550</u>	<u>995,163</u>	<u>(838,983)</u>	<u>-</u>	<u>528,730</u>

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					
<i>General</i>					
General fund	31,530	92,350	(59,152)	-	64,728
<i>Designated</i>					
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
	<u>148,937</u>	<u>28,881</u>	<u>(7,799)</u>	<u>-</u>	<u>170,019</u>
Total unrestricted funds	<u>180,467</u>	<u>121,231</u>	<u>(66,951)</u>	<u>-</u>	<u>234,747</u>
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)	-	-
	<u>132,271</u>	<u>552,218</u>	<u>(546,686)</u>	<u>-</u>	<u>137,803</u>
Total restricted funds	<u>132,271</u>	<u>552,218</u>	<u>(546,686)</u>	<u>-</u>	<u>137,803</u>
Total funds	<u>312,738</u>	<u>673,449</u>	<u>(613,637)</u>	<u>-</u>	<u>372,550</u>

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

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

Equation Nottinghamshire

Notes to the Financial Statements for the Year Ended 31 March 2022

	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.