



equal relationships free from abuse

Annual Report Report 22-23

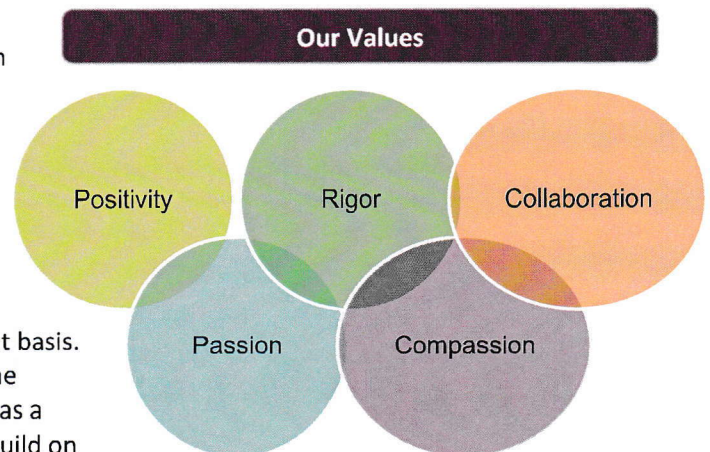
Registered Charity No: 1140240

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.

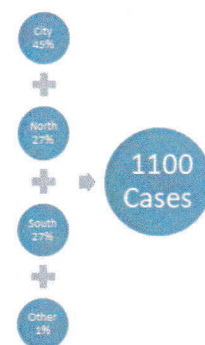
The Men's Service has a professional, skilled, dedicated, passionate team and as at 31/03/23 this consisted of Head of Service, Service Manager, 4 IDVAs, 1 Helpline & Admin Project Worker and 1 Safe Accommodation Outreach Worker. We had 1 vacancy in the Helpline Service (now filled) and 1 vacancy in 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 LGBTQ+ 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.

Accepted Referrals:

- 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:



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 a 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 its 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 its 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 its 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:

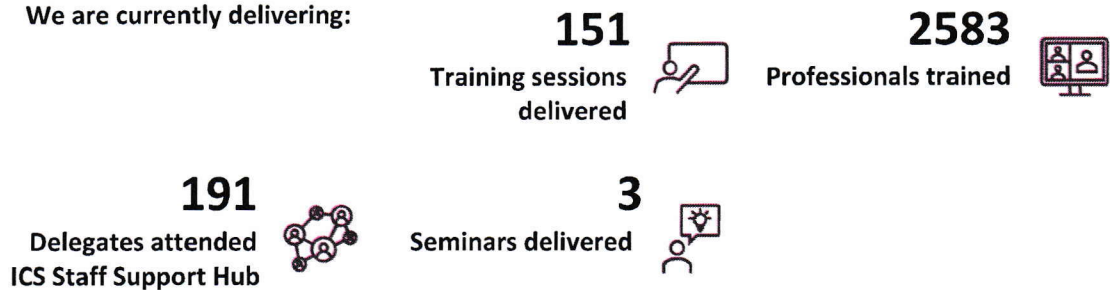
During 2022 – 2023 Equation continued to train professionals and volunteers on domestic abuse in a wide variety of subject areas relating to domestic abuse.

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:



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 £1,194m, an increase of £199k (20%) on the previous year of £995k.

Statutory Grant income in year equated to £1,103 m, 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 £1,072m 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.

EQUATION NOTTINGHAMSHIRE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF EQUATION NOTTINGHAMSHIRE

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.

EQUATION NOTTINGHAMSHIRE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF EQUATION NOTTINGHAMSHIRE

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.

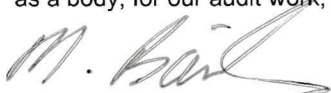
EQUATION NOTTINGHAMSHIRE

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.



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

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
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		<u>161,097</u>	<u>1,033,248</u>	<u>1,194,345</u>	<u>157,870</u>	<u>837,293</u>	<u>995,163</u>
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		<u>(62,355)</u>	<u>1,134,526</u>	<u>1,072,171</u>	<u>(9,306)</u>	<u>848,289</u>	<u>838,983</u>
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		<u>413,181</u>	<u>115,549</u>	<u>528,730</u>	<u>234,747</u>	<u>137,803</u>	<u>372,550</u>
Fund balances at 31 March 2023		<u><u>636,633</u></u>	<u><u>14,271</u></u>	<u><u>650,904</u></u>	<u><u>413,181</u></u>	<u><u>115,549</u></u>	<u><u>528,730</u></u>

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
<u>Unrestricted funds</u>					
Designated funds	17	489,129		281,873	
General unrestricted funds		147,504		131,308	
			636,633		413,181
			650,904		528,730

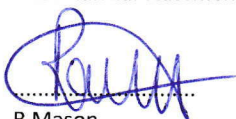
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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.

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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.

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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
	<u>8,064</u>	<u>3,165</u>	<u>11,229</u>	<u>42,518</u>

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
	<u>1,183,116</u>	<u>952,645</u>
Analysis by fund		
Unrestricted funds	153,033	115,352
Restricted funds	1,030,083	837,293
	<u>1,183,116</u>	<u>952,645</u>

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Fundraising costs	216	2,629
	<u>216</u>	<u>2,629</u>

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
	<u>1,062,363</u>	<u>830,081</u>
Share of governance costs (see note 7)	9,592	6,273
	<u>1,071,955</u>	<u>836,354</u>
Analysis by fund		
Unrestricted funds	(62,571)	(11,935)
Restricted funds	1,134,526	848,289
	<u>1,071,955</u>	<u>836,354</u>

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

7 Governance costs

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

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 Number	2022 Number
	<u>32</u>	<u>29</u>
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
	<u>722,501</u>	<u>573,889</u>

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 Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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).

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

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:

	Balance at 1 April 2021 £	Movement in funds			Transfers	Balance at 1 April 2022 £	Movement in funds			Balance at 31 March 2023 £
		Incoming resources £	Resources expended £		£		Incoming resources £	Resources expended £		
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)	(3,116)	34,052	115,174	(149,226)	-	-
Survivors and Perpetrators	8,983	294,222	(283,629)	(8,142)	(8,142)	11,434	411,078	(422,512)	-	-
Working Projects	-	-	-	-	-	-	92,026	(77,755)	14,271	14,271
	137,803	837,293	(848,289)	(11,258)	(11,258)	115,549	1,033,248	(1,134,526)	14,271	14,271

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

(Continued)

Children and Young People

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 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.

EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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 Unrestricted funds 2023 £	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	115,549	521,224
	636,633	14,271	650,904	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
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EQUATION NOTTINGHAMSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Operating lease commitments

(Continued)

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

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)
	5,884	(17,250)
Increase/(decrease) in creditors	(106,132)	174,568
(Decrease)/increase in deferred income		
Cash (absorbed by)/generated from operations	<u>(115,644)</u>	<u>267,260</u>