



Equation: Annual Report 2023-24

Registered Charity No: 1140240

ABOUT EQUATION

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

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



Positivity, Passion, Rigor, Compassion, Collaboration

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EQUATION'S CHAIR REPORT

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

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

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

The Equation Team

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

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

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

effective in maximising the skills and time of our trustees.

Key Achievements & Plans

Our achievements over the past year include:

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

Future Plans

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

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

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

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

DOMESTIC ABUSE SUPPORT SERVICE FOR MALE AND LGBTQ+ SURVIVORS

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

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

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



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

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

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



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

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

REFERRALS AND SURVIVORS SUPPORTED

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

Number of survivors supported via:

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

FOLLOWING SUPPORT:

67%

Reported an improvement in safety

Reported an improvement in confidence

67%

88%

Felt better able to recognise abusive behaviours

Felt more confident about asking for help

86%

63%

Felt support networks had improved

Felt more confident about their parenting skills

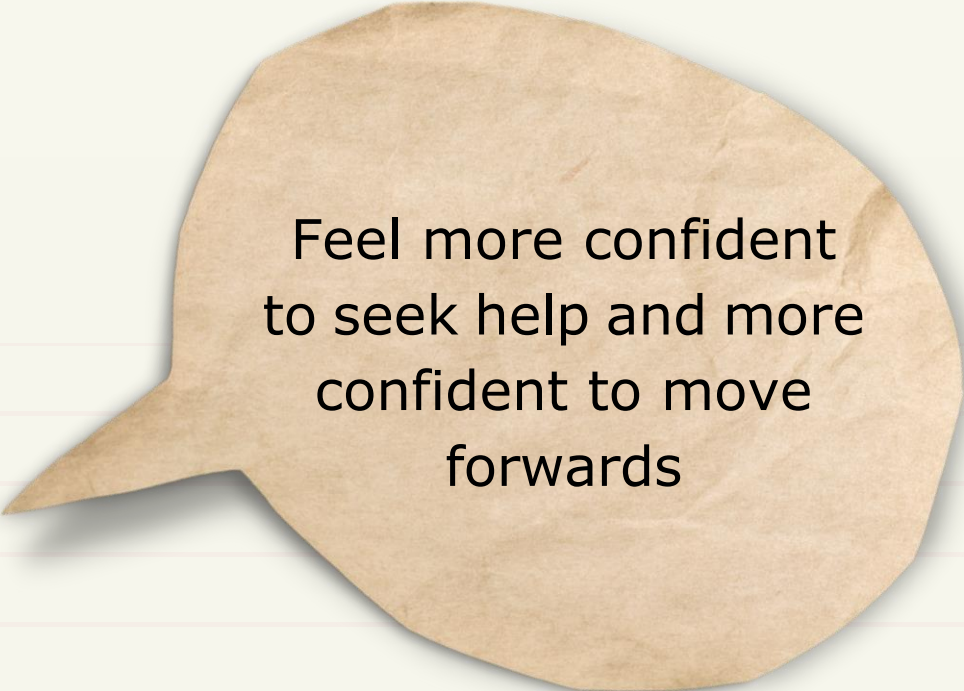
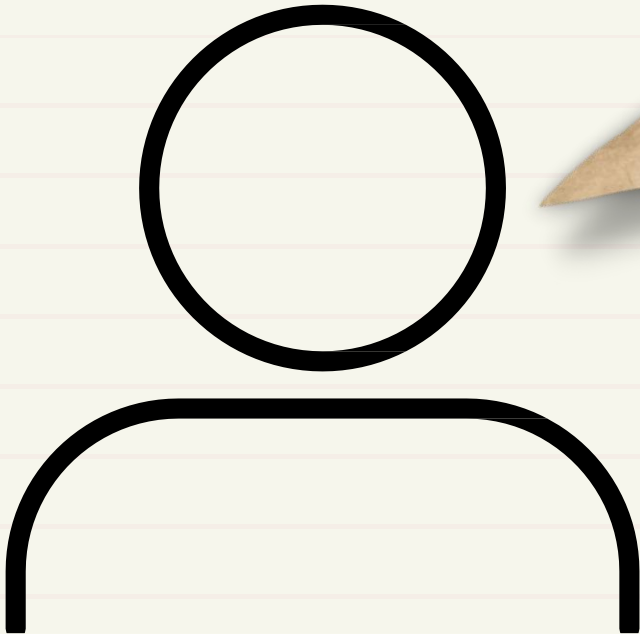
76%

84%

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

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

- “Got all the right help I needed, right down to extra security, made me feel a lot safer having someone to talk to about things in a non-judgmental way as there is still a lot of stigma with abuse against men from women”
- “I am now living alone in my own flat provided by the council. The support [IDVA] gave me was amazing, she listened, believed and encouraged me. I never thought I would have my own flat after being made homeless through fleeing abuse. I was at the very bottom of my life, now I am optimistic and eternally grateful for the support and for where I am now”
- “[IDVA] has opened the doors that needed to be opened to allow me to access change. [IDVA] was always there to support me. It was as if God sent me an angel and it was [IDVA]. Her support has been absolutely amazing”



Feel more confident
to seek help and more
confident to move
forwards

YOUR CHOICE PROJECT AND PROJECT CARA:

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

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

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

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

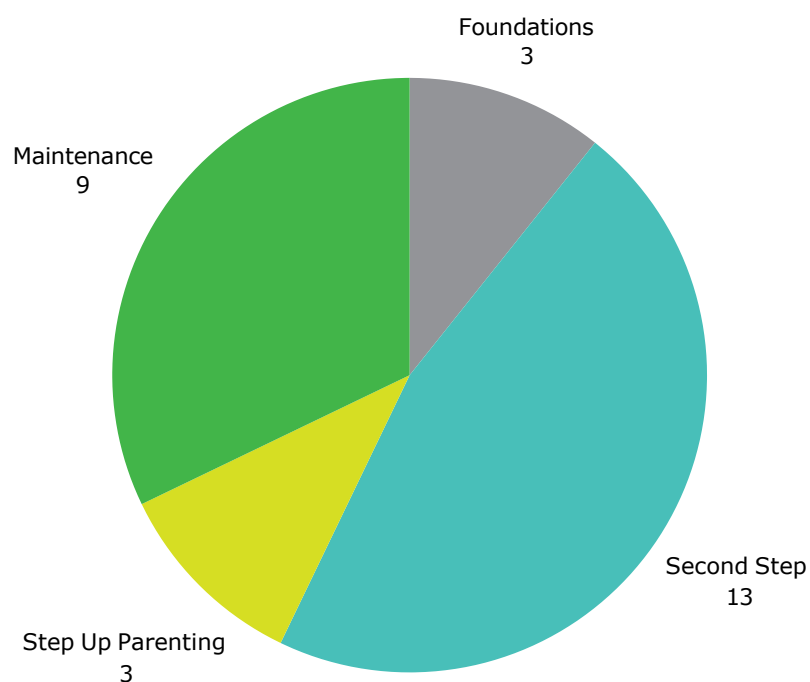


REFERRALS AND SERVICE USERS SUPPORTED

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

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

Number of people attending the following programmes:



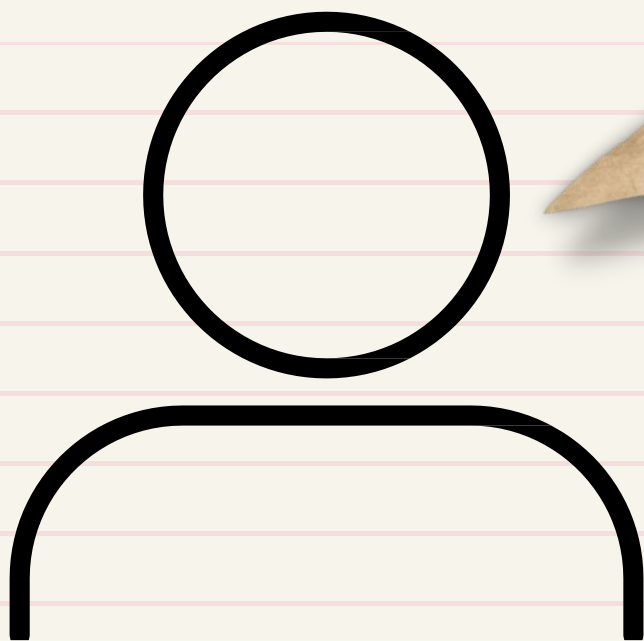
Supported survivors linked to individuals accessing perpetrator intervention as follows:

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

IMPACT MEASUREMENT

FEEDBACK RECIEVED FROM SURVIVORS VIA THE SURVIVOR FEEDBACK QUESTIONNAIRE:

- [Survivor] feels like the programme is having a really positive impact on [perpetrator] She feels like it has opened his eyes and it has made him look inwards, which has allowed him to take accountability for his behaviour in the past.
- [Survivor] straight away expressed that she can see improvement in [perpetrator]'s behaviour and the house seems calmer. [Survivor] said they are now able to have a discussion about things they disagree on. [Perpetrator] has strong political views and [survivor] made a comment which would normally make [perpetrator] annoyed. However, he remained calm and just moved on from [survivor]'s statement without getting angry



My relationship is a lot better now and things have changed a lot

Other successes for the Your Choice Project:

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

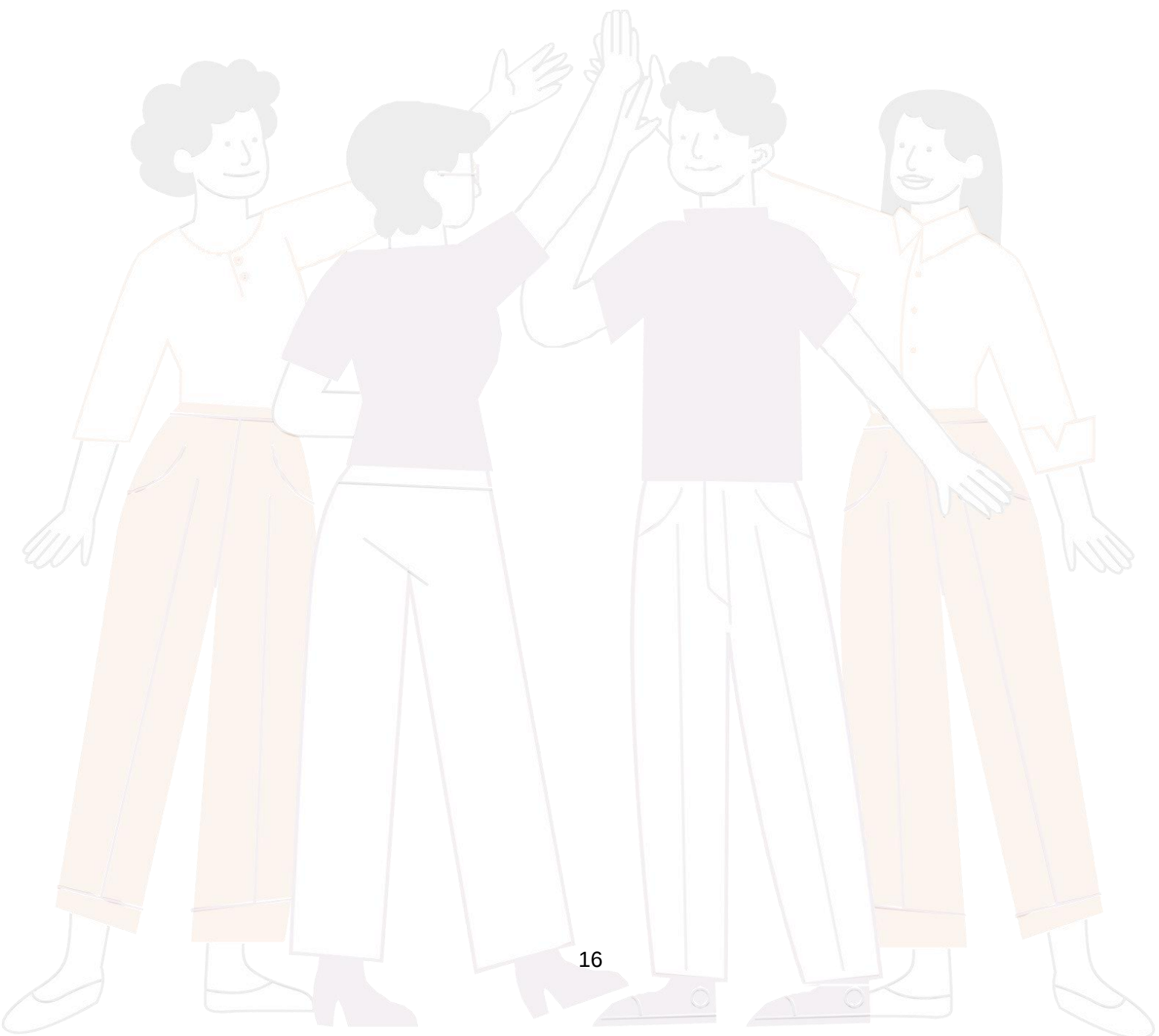
Project CARA is a new initiative in Nottinghamshire and we are excited to be a part of it. It is an early awareness raising workshop which sits within the Criminal Justice System for standard risk domestic abuse offenders aged 18+ who are eligible for a Caution or Community Resolution. Under the DVPP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

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

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

THE TEAM

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



CHILDREN AND YOUNG PEOPLE

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

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

Our reach:



	SCHOOLS WORKED IN	C&YP WORKED WITH
GREAT PROJECT	76 PRIMARY SCHOOLS (135 PROJECTS)	4,000 YEAR 5/6'S
EQUATE	24 SCHOOLS (301 CLASSES OR ASSEMBLIES)	8,400 YEAR 7-12'S
TARGETED PROJECTS	10 SCHOOLS (18 GROUPS)	200 YOUNG PEOPLE
TWILIGHTS	28 SCHOOLS	900 SCHOOL STAFF
12,600 CHILDREN AND YOUNG PEOPLE HAVE RECEIVED HEALTHY RELATIONSHIPS EDUCATION 		

EVALUATION DATA

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

Some key figures from a sample of evaluations:



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



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



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

Quotes taken from evaluations:

What children and young people enjoyed most about the sessions:

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

What teachers enjoyed about the sessions:

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



KEY SUCCESSES IN THE CHILDREN AND YOUNG PEOPLE TEAM

- Implementation and training in the new Safeguarding system, RecordMy which has now been rolled out across the CYP Team and Freelancers. RecordMy is a new safe database to allow all safeguarding disclosures to be recorded securely. This allows the CYP Team to ensure the disclosure is recorded accurately, including actions/follow-ups and ensuring accountability. The CYP Team and Freelancers have all been inducted and trained into the new system and this has now embedded into our practice since the beginning of May. Since the system has been implemented, we have successfully been able to record 31 disclosures (GREAT – 20, Equate – 5, Choices – 3 and Know More – 3).
- Establishing a professional relationship with Nottingham Forest Academy and Nottingham Forest Community Trust which enabled the CYP Team to deliver healthy relationships education to their young people. The projects delivered to Nottingham Forest Trust Academy was so successful that they have booked again with us for 24/25.
- Establishing a professional relationship with Hospital to Homes Education Learning Centre in which the CYP Team delivered adapted Equate sessions to their young people.
- The CYP Team were involved in supporting the She is Summit event in March 2024 organised by the OPCC which was successfully attended by young females and identifying females across Nottingham City. Alongside supporting the event, the CYP Team were also asked to deliver a healthy relationship workshop to the audience which received positive feedback!

- We have been asked to attend and deliver a healthy relationship workshop at the Notts Fire Safety Zone, which our GREAT Co-Ordinator is taking leadership on. We will host a stall alongside a number of emergency services.
- The CYP Team were asked to attend and host a stall at the Notts Alone campaign which was brilliant.
- OPCC funding has enabled Equation to begin a pilot piece of work engaging SEN schools to develop bespoke sessions and resources for their pupils. A consultation plan has been implemented, findings of which will be evaluated over the coming year to enable a specialist approach to delivering healthy relationships education in SEN schools across Nottingham/shire.
- OPCC funding has enabled the CYP Team to work in partnership with Imara to engage a specific group of young boys to challenge their attitudes and beliefs towards misogyny and consent. This work is currently being piloted within a secondary school and is being co-produced with the young boys. Once piloted, the project will be adapted to deliver to other young boys within the same secondary schools and/or other secondary schools.
- A wide range of CYP enrichments have developed across the last year which was requested by the Freelancers. Topics include Strengths-Based Language, Dealing with Challenging Conversations and Gender and Sexuality enrichment.

DEVELOPMENTS WITHIN THE CHILDREN AND YOUNG PEOPLE TEAM

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



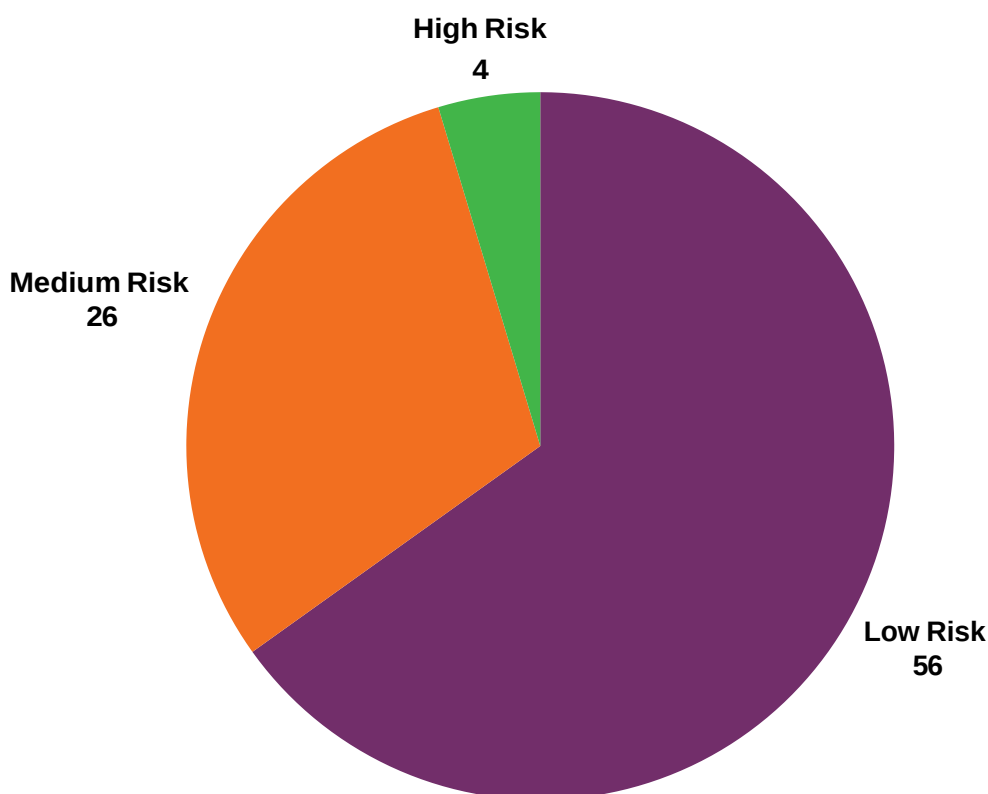
SAFEGUARDING

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

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

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

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



FUTURE PLANS

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

- Continue to increase the number of schools and children and young people accessing healthy relationships education
- Continue the reach across Nottingham City and Nottingham County Council to ensure Year 3 (2024-25) targets are met (these targets include reaching more schools across Nottingham City. The schools within the city who haven't previously had our work will receive the projects for free. Further reach across Nottinghamshire County, which now includes free funding for Rushcliffe and Broxtowe and additional focus on our previous areas such as Mansfield and Ashfield).
- Ensuring retention of current and previous areas/schools. We will continue our commitment to supporting schools who have previously received our work by offering discounted prices for our projects this areas include Newark, Sherwood and Gedling.
- Establish the sessions and resources for SEN schools
- Identify funding to deliver the U-Lead programme
- Identify gaps and opportunities within our delivery to allow more access to our healthy relationship programmes for example young females associated in gangs/exploitation
- Develop Know More and Choices to stay engageable, update activities and content to reflect changes of issues that young people are experiencing
- Continue to build capacity into the CYP team

PROFESSIONAL TRAINING AND RESEARCH DEVELOPMENT

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

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

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

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

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

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

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

- We have put controls in place to ensure only workers and volunteers from Nottingham / Nottinghamshire can access the free training and collected payment from out of area delegates.
- We have identified gaps in monitoring and collecting data and implemented processes to capture the data (such as number of attendees, organisations they work for, disclosures of historic and current domestic abuse, post-training feedback).
- We are continuously updating the training to contain only relevant and up-to-date support and signposting information.

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



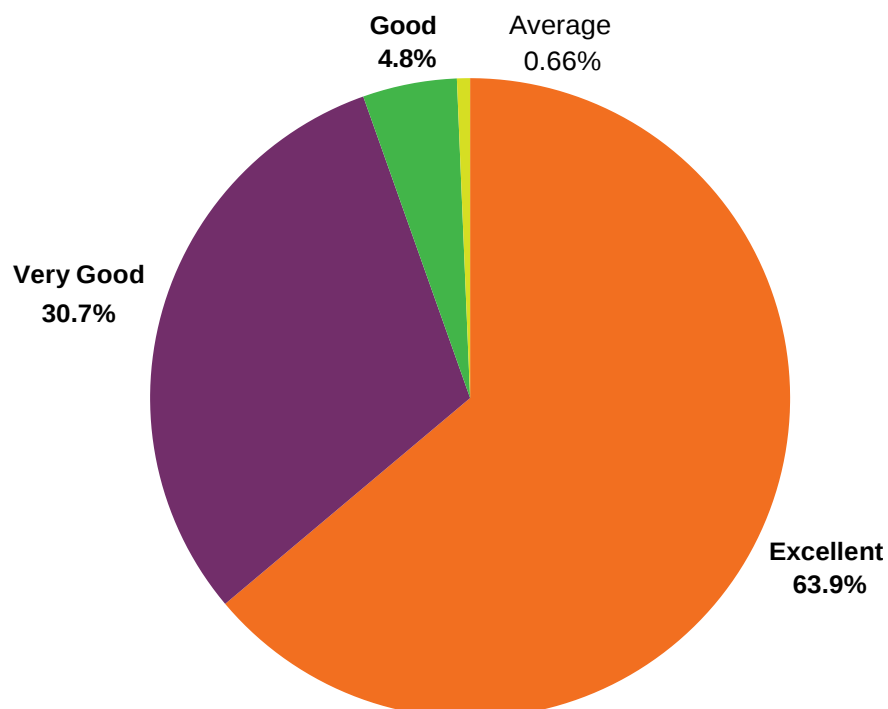
DELIVERY IN NUMBERS

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

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

How training delegates rate the sessions:

(data out of 609 responses)



KEY DEVELOPMENTS

Project Case Study:

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

Children Affected by Domestic Abuse (Early Years) -

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

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

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

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

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

referrals made to partner agencies.

Further Training

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

"The training was hard hitting but also provoked so much discussion on the possible signs and symptoms. We particularly liked the information on where to get help for families and also, how we can support any children going through this. It was positive to know that we already do a lot of the strategies suggested to support children who have experienced trauma."

"This training made me so much more aware of how domestic violence can have such a huge impact on the whole family. It was hard to comprehend that even a baby in its mother's womb can be affected so deeply."

New training developed:

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

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

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

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

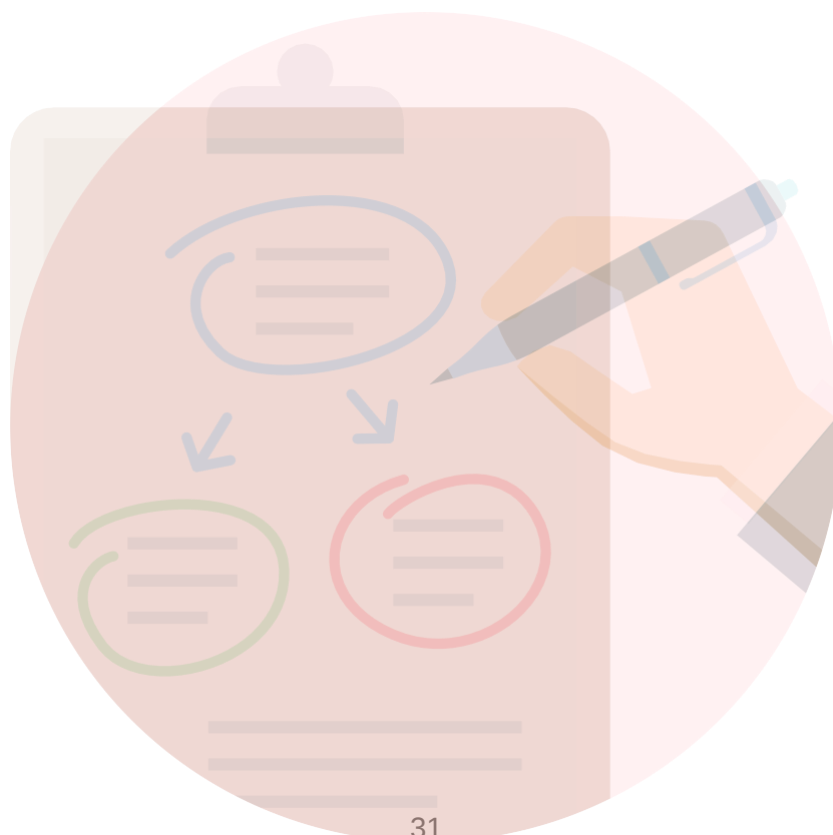
- Technology and Economic Abuse

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

FUTURE PLANS

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

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



CAMPAIGNS AND COMMUNICATIONS

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

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

KEY DEVELOPMENTS

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

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

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

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

RESOURCES

Equation continues to be the lead developer and distributor of domestic abuse resources in Nottingham and Nottinghamshire.

Discreet resources were developed for the men's helpline. These resources subtly incorporate helpline telephone numbers onto commonplace items.

The new **resource for NHS staff** was developed. Many older survivors are well engaged with healthcare, and yet often a lack in professional curiosity from healthcare professionals means these survivors aren't signposted and supported. This new resource aims to help address this.

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

KEY NUMBERS

Number of people reached from digital paid campaigns:

213.1K

Resources Distributed:

174,726

Email subscribers:

8,524

Social Followings:

Facebook: **2,658**

Instagram: **832**

Twitter: **5034**

Linked In: **262**

FUTURE PLANS

In the year ahead we will continue to redevelop our flagship of Help A Friend campaign with a new focus on developing a sister campaign that support the community in challenging attitudes and behaviours that underpin abuse.

Our campaign addressing Domestic Abuse in rural areas will be expanded to Cotgrave, Bingham and beyond with additional resources being created for healthcare staff as a particular focus.

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

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

TREASURERS REPORT

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

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

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

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

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

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

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

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

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

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

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

Thank you!

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

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

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

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

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

PARTNER THANKS

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

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

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



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 2024.

Trustees and officers

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

Trustees:

Jacqui Blakemore (Co-Chair)

Raina Mason (Co-Chair)

Hollie Venn (Resigned April 2023)

Jacqui Davidson (Resigned May 2023)

Stephanie James (Resigned June 2023)

Kelly Bennaton (Resigned May 2023)

Anne Partington (Resigned August 2023)

Katherine Wiggan (Resigned April 2024)

David Igoche

Tim Sorrell

Alexandra Joseph

Emily Bairstow

Alice Cross

Jayne Forbes

Tracey Newton-Blows (appointed May 2024)

James Coates (Appointed October 2024)

Senior Leadership Team

Anthea Tainton (CEO)

Marie Bower (Head of Service: Survivors and Perpetrators)

Kerry Sullivan (Head of Service: Training and Research)

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

Val Lunn (Interim CEO, left May 2023)

Company Information

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

Equation Nottinghamshire Limited Company No 4517544 | Registered Charity No 1140240

Statutory Auditors

Page Kirk LLP

Sherwood House

7 Gregory Blvd

Nottingham

NG7 6LB

Bankers

Unity Bank

4 Brindley Pl

Birmingham

B1 2JB

Structure, governance and management

Nature of governing document

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

Arrangements for setting pay and remuneration of key management personnel.

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

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

EQUATION NOTTINGHAMSHIRE

Recruitment and appointment of trustees

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

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

Induction and training of trustees

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

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

Reserves Policy

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

EQUATION NOTTINGHAMSHIRE

Financial Review

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

Risk management

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

Organisational structure

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

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.

EQUATION NOTTINGHAMSHIRE

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.

EQUATION NOTTINGHAMSHIRE

Statement of Trustees' Responsibilities

The trustees (who are also directors of Equation Nottinghamshire for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

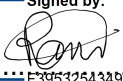
In so far as the trustees are aware:

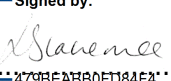
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Small companies provision statement

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

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

Signed by:

 F3953254349E40B1...

Signed by:

 479BEABB0FD84F41...

Raina Mason Trustee

Jacqui Blakemore Trustee

Company registration number: 4517544

Charity registration number: 1140240

Equation Nottinghamshire

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Equation Nottinghamshire
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Equation Nottinghamshire

Independent Auditor's Report to the Members of Equation Nottinghamshire

Opinion

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

Our responsibilities and the responsibilities of the Trustees with respect to going concern are

described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

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

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

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

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

- Enquiries of management about their own identification and assessment of the risks of irregularities.
- Sample testing on the posting of journals.
- Reviewing meeting minutes, regulatory correspondence and professional fees.
- Detailed substantive testing on the completeness of income.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

DocuSigned by:

DE9D310D1AD349C...

James Haywood ACA (Senior Statutory Auditor)

On behalf of Page Kirk LLP, Statutory Auditors

Sherwood House

7 Gregory Boulevard Nottingham

NG7 6LB

Date: 18 December 2024

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

Equation Nottinghamshire

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

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

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

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

Equation Nottinghamshire

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

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

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

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

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

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

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

Signed by:

F0959254949E40B:.....

Raina Mason

Trustee

Equation Nottinghamshire

Statement of Cash Flows for the Year Ended 31 March 2024

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

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

Equation Nottinghamshire

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

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

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

Going concern

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

Reclassification of comparative amounts

The comparative figures have been restated to correctly disclose:

- The unrestricted and restricted expenditure in the SOFA and fund note.
- Transfers made from restricted to designated funds (see note 15 Funds) in accordance with the charity's fund policy during the year.

We draw your attention to the "Transfers" disclosure included within note 15 Funds. The closing fund balances from the prior period are unchanged.

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

Income and endowments

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

Equation Nottinghamshire

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

Donations and legacies

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

Grants receivable

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

Deferred income

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

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

Gift aid

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

Investment income

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

Expenditure

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

Raising funds

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

Charitable activities

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

Equation Nottinghamshire

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

Government grants

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

Taxation

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

Tangible fixed assets

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

Depreciation and amortisation

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

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

Trade debtors

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

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

Cash and cash equivalents

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

Equation Nottinghamshire

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

Trade creditors

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

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

Fund structure

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

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

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

Operating leases

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

Pensions and other post retirement obligations

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

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

Critical accounting estimates and judgements

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

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

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

Deferred Income

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

Equation Nottinghamshire

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

2 Charity status

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

The address of its registered office is:

Castle Cavendish Works
Dorking Road
NOTTINGHAM
NG7 5PN

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

3 Income from donations and legacies

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

4 Income from charitable activities

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

Equation Nottinghamshire

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

5 Government grants

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

6 Investment income

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

7 Expenditure on raising funds

a) Costs of generating donations and legacies

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Other direct costs of generating voluntary income	216	216	216
	<u>216</u>	<u>216</u>	<u>216</u>

Equation Nottinghamshire

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

8 Expenditure on charitable activities

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

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

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

Equation Nottinghamshire

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

9 Staff costs

The aggregate payroll costs were as follows:

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

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

	2024 No	2023 No
Average number of employees	36	32

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

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

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

10 Tangible fixed assets

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

Equation Nottinghamshire

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

11 Debtors

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

12 Cash and cash equivalents

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

13 Creditors: amounts falling due within one year

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

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

14 Obligations under leases and hire purchase contracts

Operating lease commitments

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

Equation Nottinghamshire

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

	2024 £	2023 £
Land and buildings		
Within one year	2,397	16,200
Between one and five years	-	2,397
	<u>2,397</u>	<u>18,597</u>
Other		
Within one year	1,013	1,013
Between one and five years	3,038	4,051
	<u>4,051</u>	<u>5,064</u>
The amount of non-cancellable operating lease payments recognised as an expense during the year was £17,213 (2023 - £17,213).		

Equation Nottinghamshire

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

15 Funds

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

Equation Nottinghamshire

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Transfers

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

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

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

16 Analysis of net assets between funds

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

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

17 Fees payable to Auditor

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

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

18 Taxation

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

19 Trustees remuneration and expenses

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

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

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

20 Related party transactions

There were no other related party transactions in the year.

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

21 Financial instruments

Categorisation of financial instruments

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

Items of income, expense, gains or losses

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



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www.equation.org.uk



Tel: [01159623237](tel:01159623237)



info@equation.org.uk



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