

RESPECT

England & Wales · Charity number 1141636

Details

Status	Registered
Legal form	Charitable company
Company number	07582438
Registered	2011-05-01
Register	View on the Charity Commission register

Contact

Address	Respect Floor 2 200A Pentonville Road London N1 9JP
Phone	02035596650
Email	info@respect.org.uk
Website	www.respect.org.uk

Activities

Objects: TO RELIEVE THE DISTRESS AND SUFFERING CAUSED BY DOMESTIC VIOLENCE AND ABUSE, IN PARTICULAR BUT NOT EXCLUSIVELY BY EDUCATING PEOPLE WHO WORK WITH, OR WHO ARE OTHERWISE INVOLVED WITH, THE PERPETRATORS OF AND THOSE SUFFERING FROM DOMESTIC VIOLENCE (PRACTITIONERS) WITH A VIEW TO INCREASING THE PHYSICAL SAFETY AND MENTAL WELL-BEING OF PEOPLE WHO HAVE EXPERIENCED SUCH VIOLENCE OR ABUSE.

Activities: Respect is a membership organisation. We develop, deliver and support effective services for:-male and female perpetrators of domestic violence-young people who use violence and abuse at home and in relationships-men who are victims of domestic violence

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,140,279	£3,184,042	£420,860	53
2024-03-31	£2,903,094	£3,055,232	£464,623	45
2023-03-31	£3,356,024	£3,577,312	£616,761	45
2022-03-31	£3,622,810	£3,412,618	£878,380	46
2021-03-31	£2,781,096	£2,324,874	£668,188	37

Trustees

Name	Role	Appointed
Mary Margaret D'Arcy	Chair	2026-03-25
Amra Dautovic		2021-03-03
Diane Scott		2018-11-14
Esther Kosumi-Hamilton		2026-03-25
Jonathan David Eserin		2026-03-25
Katherine Anne Bohn		2026-03-25
Leyly Bogue		2021-03-03
Lucy Bushill-Matthews		2022-11-16
Michael Collins		2022-01-19
Millie Brown		2021-03-03
Rufsana Begum		2026-03-25

RESPECT

England & Wales - Charity number 1141636

Accounts

COMPANY REGISTRATION NUMBER: 07582438
CHARITY REGISTRATION NUMBER: 1141636 (England and Wales) SC051284 (Scotland)

Respect

Respect Project
Company Limited by Guarantee
Financial Statements
31 March 2025

SATURDAY



AEGU7NXN

A17

06/12/2025

#122

COMPANIES HOUSE

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Respect Project
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2025

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	15
Statement of financial activities (including income and expenditure account)	20
Statement of financial position	21
Statement of cash flows	22
Notes to the financial statements	23

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name	Respect Project
Charity registration number	1141636 (England and Wales) SC051284 (Scotland)
Company registration number	07582438
Principal office and registered office	Respect Voluntary Action Islington 200a Pentonville Road London N1 9JP England

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives, activities and strategy

Respect is the UK charity stopping perpetrators of domestic abuse. We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. We build evidence of what works, promote safe, effective practice and drive high standards. In collaboration with others, we use our voice to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Our Strategy

In October 2023, we launched our 5-year strategy for 2023-28, *Stopping the Harm: A Strategy for Change*. Developed in collaboration and with insights from our members and colleagues across the domestic abuse sector, *Stopping the Harm* defines what is needed to achieve our goal:

- A comprehensive range of specialist perpetrator responses in every area.
- A state response to the perpetration of domestic abuse which reflects the scale, nature and urgency of the problem.
- A wholesale shift in social attitudes leading to a reduction in domestic abuse.

Our strategy is built on two pillars through which Respect will deliver its work over the next five years and beyond:

A Centre for Excellence

Building on our unique experience and expertise and existing work, we are creating a Centre for Excellence, which will bring together practice and research evidence to deliver real change in the understanding of what works to end the perpetration of domestic abuse.

During the year we have worked with funders, partners and stakeholders to secure seed funding for the Centre for Excellence which will enable us to develop our ideas further and start to deliver against our strategic aims. This funding has also enabled us to secure further funding for next year that will enable us to further develop our Centre for Excellence.

The current projects that form the foundations of the Centre for Excellence are:

- **Helplines**
The Respect Phoneline received 6,350 calls over the year and Men's Advice Line received 36,734. 24/25 was a challenging year for the Respect Phoneline and Mens Advice line. Late funding decisions meant a large-scale redundancy process that was halted when further funds were secured.
Looking Ahead: With the increased funding we are growing our team and increasing capacity across both helplines.
 - **Make A Change**
24/25: Make a Change is an early response to perpetrators. Over the year 169 perpetrators received the intervention, 316 survivors were supported, 273 children identified as experiencing domestic abuse and 4 were supported through our Integrated Support Service. Alongside our intervention we developed and delivered a health intervention in partnership with STADA. We built on learning and identifying gaps and so secured further funding to allow us to develop the model.
Looking Ahead: In 25/26 we will be working to enhance accessibility for neurodivergent people.
 - **Drive**
24/25: Drive, an intervention for High Risk, High Harm perpetrators continued over the year and worked hard to secure future funding that will see a huge roll out over 25/26 and beyond. In 24/25 6630 service users were allocated to Drive and 7398 survivors supported. The Drive National Systems Change programme continued to identify systemic gaps and bring together the insights of survivors, service users, practitioners, specialist organisations, researchers and policy makers to build solutions.
Looking Ahead: Next year Drive will be launching three co designed specialist responses to domestic abuse led by a consortium of delivery providers to address systemic gaps in responses to domestic abuse across Black, African, Caribbean and Mixed Heritage communities, South Asian communities, and LGBT+ communities.
-

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

- **Safe & Together**
Safe and Together is an intervention to help child welfare professionals improve their awareness and understanding of domestic abuse. 24/25 was again a challenging year due to year-on-year funding and late funding decisions meaning wide scale redundancy processes were instigated and then halted when funding was awarded. None the less we continued to deliver in 11 London boroughs, offered 810 consultations to professionals and trained 1121 professionals
25/26: Sees us continue to deliver and will be introducing Safe and Together in a new area, Bedford.
- **RYPs**
Respect Young People's Service equips professionals to respond to harmful behaviours by young people in both the family and intimate relationships. In 24/25 RYPs delivered training to 663 professionals and published 'Unsafe and Unheard' that includes a set of recommendations for policy makers, practitioners and commissioners.
Looking Ahead: 25/26 is an exciting year with new funding to take a partnership approach to rolling out the Dating Detox programme.
- **Sector Support**
Sector support is comprised of accreditation, membership and training. Accreditation is a rigorous quality assurance certification against the Respect standard. In 24/25 we had 40 accredited members. We have 24 individual members and 81 organisational. We delivered 44 training courses, 114 webinars, 7 lunch and learns and in total reached 1657 professionals.
Looking ahead: 25/26 will be an exciting year. We have some new funding for Workforce Development for our sector and will be vastly increasing our delivery.

Full details of our project achievements can be found in our impact report.

Influence for Systemic Change

The Influence team continued to respond to relevant consultations both in our own right and with our colleagues in the Drive Partnership and beyond, and we have worked with the wider VAWG sector to make joint calls around a range of policy issues. In our strategy we said we would:

Build relationships with government, and so we:

- attended two of the political party conferences, where we spoke on a fringe meeting panel, met with MPs and engaged with sector partners whilst building new relationships.
Provided written and oral evidence to parliamentary select committees

Push for perpetration of domestic abuse to be a cross-party issue, and so we:

- Re-established the All-Party Parliamentary Group on Perpetrators of Domestic Abuse
- Prepared a manifesto ahead of the 2024 General Election that asked for a "Move towards a cross-departmental, whole-system approach, with all agencies equipped to identify and respond to perpetrators and manage the risk they pose."

Work in coalition with our members, amplifying their voices until the response to domestic abuse matches the scale of the problem, and so we:

- provided guidance to our members on communications planning ahead of 16 Days of Activism in 2023 and 2024 through a workshop delivered by Respect's Communications Manager

Ensure survivor voices are central:

- We worked closely with our Drive Partner Safe Lives to include survivor voices through their Pioneers (a group of Safe Lives experts by experience).
-

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Looking ahead, we will be:

- Developing a toolkit for members to use to influence locally ahead of the 2026 local authority elections as we did in 2025 [Respect launches influencing toolkit for member services | Respect](#)

Our Approach: How we work is as important as what we do. We committed to some fundamental ways of working:

Fundraising, business development and sustainability

Our focus this year has been on making the case for, and securing, government funding for our programmes and for the wider domestic abuse perpetrator sector, so it is not surprising that government funding vastly outweighs funding from other sources, such as trusts and foundations, corporations and the general public. We continue to try to develop a more balanced funding picture and will appoint a fundraiser in 25/26 to help build our long-term sustainability and secure funding to progress our strategic aims.

Equity, diversity and inclusion

We are proud of where we are but know there is much to do, and we cannot rest in our effort to improve our work on equity, diversity and inclusion.

In previous years we have focused on anti-racism and continue to maintain open and honest conversations about this across the whole organisation. Our protected space group for staff who experience colour based racism was created by staff and continues to be supported by Respect in recognition of our commitment to addressing racism and inequality.

We have also worked in partnership to develop our staff team. Additional members of Respect's staff team undertook the H.O.P.E Leadership programme for Black and minoritised aspiring leaders in the domestic abuse perpetrator sector and we have followed through on ensuring that these staff members are able to access leadership development opportunities within Respect.

This year we set up a second protected space group, for staff who identify as trans, non-binary or questioning their gender identity, and in 25/26 this group will work with ELT and our EDI group to develop our thinking on sex and gender in the light of the Supreme Court Ruling.

In 24/25 we signed up to the disability confident scheme and in 25/26 disability is a key focus of our EDI work.

People and Culture

We have a brilliant team of talented, experienced and passionate people who work incredibly hard. They exemplify our values every day – pioneering, collaborative, accountable and respectful – and help us maintain a positive culture where everyone is valued and where we challenge each other in a way that's supportive and helps us all learn and grow. As we expand it is vital that we maintain our organisational culture, as we know it is hard gained and easily lost! We are committed to developing our onboarding processes, and the systems and processes which support our people, and to think creatively about how to keep our remote-working teams connected with each other.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Membership at the heart of our approach

We continue to centre the issues that our members face in their work, and we take these issues to government as evidence of the need for change. We strive to be ethical, transparent and accountable in our approach. We consult with our Accredited Members at senior level to gather input when responding to government consultations, and we have begun to develop tools to provide members with the means to influence locally in their own right.

Coordinated action built on solid relationships

This year we have worked positively with sector partners on a range of issues focused on both our Influence for Systemic Change and Centre for Excellence strategic pillars. For example, we met regularly with our fellow Helplines organisations to plan to call for more sustainable funding. More broadly we continued to work with VAWG sector colleagues by attending and participating in regular meetings from which flowed campaigns and letters to government to raise specific issues. In 2023 we attended the Labour party conference where we spoke on a fringe panel led by the End Violence Against Women (EVAW) coalition, of which Respect is a member. Respect is also closely linked in with the leadership of our sector partners and participate in regular strategic conversations and actions to address systemic issues and call for change.

Systems to monitor and mitigate risk:

The Executive Leadership Team (ELT) identifies and discusses risks and ways to mitigate them at our monthly ELT meeting, considering both strategic and operational risks. These risks are graded to assess likelihood and short and long-term impact. Our risk appetite is considered for each risk and the level of oversight needed and plans for mitigation are agreed and implemented. ELT decides which risks need to be escalated to Board on a quarterly basis, and in rare cases risks are escalated between meetings. Trustees oversee progress against risk mitigation via our subgroups and review strategic risks at quarterly board meetings. We carry out a review of the whole risk register annually.

We are developing a culture of risk identification and management across the whole organisation, to ensure that everyone sees it as part of their role.

We have robust internal controls to ensure that we have management, performance and financial oversight and make use of independent third-party experts to support us where needed.

Risk

While we are currently in the fortunate position that we are growing as an organisation, our funding is not secure or long term. This brings significant challenges. July 2024 saw a new government and we knew this could have a huge impact on our funding and future. We had several projects that had been funded year on year by the previous government and were funded until March 2025. As we approached the end of the financial year, uncertainty over the following years funding meant we had to put a large proportion of our staff at risk of redundancy. Late in 24/25 government funding was not only confirmed, it was significantly higher than the previous year. Management has therefore been focussed on the roll out of our work, including high levels of recruitment and as ever, with the safety and quality of our interventions central in our work.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

We are taking steps to mitigate the risks around the uncertain and challenging funding environment by seeking to diversify our funding sources and have employed our first fundraising manager. We are focussed on fundraising for our strategic aims and core costs and ensuring sufficient funds for core support are included in our financial modelling and continuing to press funders, commissioners and government for multi-year, sustainable funds. We are also working to ensure that we have the right support in place for our staff teams to enable them to carry out their roles to the best of their abilities.

Whilst we face these risks, we are also keenly aware of the positive position we are in. Respect is growing in a landscape that is seeing funding cuts and loss of services. We stand in solidarity with our colleagues across the VAWG sector and continue to press for long term and sustainable funding for us, our members, our partners and the whole sector, so we can further our vision of a world free from domestic abuse.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2025

Our People

Patron Dame Vera Baird QC

Officers of the Board of Trustees

Chair of Trustees Purna Sen (appointed 12 March 2024, resigned 18 June 2025)

Vice Chair Diane Scott (Interim Chair 19 June 2025)

Treasurer Lucy Bushill-Matthews

Trustees Diane Scott - Vice Chair
Lucy Bushill-Matthews - Treasurer
Leyly Bogue
Millie Brown
Michael Collins
Samantha Darby (Resigned 14 October 2024)
Amra Dautovic
Talia Kensit
Hilary McCollum (Resigned 18 June 2025)
James Rowlands
Kevin Steele
Purna Sen – Chair (Resigned 18 June 2025)

Chief Executive Officer Jo Todd

Board Secretary Michelle Roots (Interim Director of Finance and Operations)
appointed 20 May 2024 and handed back to Victoria Cousins
(Director of Operations) on 16 June 2025

Company registration number 07582438

Charity registration number 1141636

Registered office Voluntary Action Islington
200a Pentonville Road
London
N1 9JP

Auditor Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill, West Malling Kent, ME19 4JQ	Barclays Bank Plc 75 King Street Hammersmith London, W6 9HY
---------	--	--

The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2025. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage of the exemptions available to smaller entities.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is elected at the Annual General Meeting. There are three officer posts — Chair, Vice Chair and Treasurer — and up to 12 other representatives.

Trustees are bound by Respect's Articles of Association. They complete a register of interests and declare any conflicts of interest at each Board and subgroup meeting.

The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board. There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group — oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group — oversight of public affairs, communications and fundraising
- Development Group — oversight of services, development and research

We recruit Trustees using an open process and advertise publicly and across our networks; applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the voluntary, public and private sectors. We are working to increase the diversity of our Board, and this is reflected in our recruitment practices.

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Finance, financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Fundraising
- Communications and marketing
- Research and evaluation
- Public Affairs and campaigning

New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Public Funding:

- Home Office
- Scottish Government
- Northern Ireland Department of Justice
- Police and Crime Commissioners: South Wales, Cambridgeshire, Norfolk and MOPAC
- London Boroughs of: Barking and Dagenham, Barnet, Hackney, Hammersmith and Fulham, Newham, Waltham Forest
- Councils: London Councils, Cambridgeshire County Council
- National Lottery Community Fund (formerly known as Big Lottery)
- NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board

Charities, Trusts and Foundations:

- Noel Buxton Trust
- The Kurt and Magda Stern Foundation
- The Peter and Dorothy Robinson Charitable Trust
- Treebeard Trust

City of London University

We would also like to thank all our individual donors for their generous support.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) (continued)
Year ended 31 March 2025

Financial review

a. Financial review

Respect remains in a good financial position, with unrestricted reserves of £410,094 brought forward to 2025-26.

We drew on our reserves with an excess of £43,763 expenditure over income, (originally planned £106,737 excess income over expenditure). This compares to an excess of £152,138 expenditure over income in 2023-24.

2024-25:

Summary of Funds Held	Unrestricted £	Restricted £	Total £
Balance from 31 March 2024	436,183	28,440	464,623
Income	415,654	2,724,625	3,140,279
Expenditure	(528,443)	(2,655,599)	(3,184,042)
In-year surplus / (deficit)	(112,789)	69,026	(43,763)
Balance before transfers	323,394	97,466	420,860
Transfer between funds	86,700	(86,700)	0
Balance to 1 April 2025	410,094	10,766	420,860

Most of Respect's income was categorised as restricted, meaning that the use of the funds was for a specific purpose.

Unrestricted income is for general use towards Respect's charitable objects. The total unrestricted fund includes centrally held reserves to support cash flow and contingencies arising from commissioned service income for Training, Respect Young People's Service training, Membership, Accreditation and some other sources of income including donations.

Total income increased by 8% from 2023-24 whereas expenditure increased by 4.2%. Unrestricted income was down by 34% and spend was down by 27%. This was partly from a reduction in training and foundations' income and in particular for training, a temporary reduction in income surrounding the change of Government in 2024 whilst organisations were considering their financial future. A subsequent increase of interest in this area occurred later in the year which carried over to 2025-26.

The restricted income increased by 20% and spend increased by 14%. The increase in restricted income included the new DAPO pilot amounting to £218,427, funded by the Home Office via SafeLives.

Respect runs the Respect Phone Line and Men's Advice Line services funded by a restricted grant from the Home Office. In previous years, higher than anticipated activity levels meant that full cost recovery was not achieved and unrestricted reserves were used to subsidise the service. To address this, the Home Office provided an uplift to Respect of £86,700 in 2024-25. This was recorded within restricted reserves, and subsequently transferred to unrestricted reserves to offset the earlier subsidy.

As part of Respect's strategy and growth, investment was in planning and preparation in these areas:

- Preparation for a more varied portfolio of funding opportunities, £28,000 was spent from unrestricted reserves
- Centre for Excellence with £25,169 kindly funded by Kurt and Magda Stern Foundation and Treebeard Trust

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

b. Reserves policy

The Board of Trustees reviews the charity's reserves requirement annually and monitors the forecast reserves shown in the financial reports throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments, liquidity and the nature of reserves.

For the year ended 31 March 2025, the Board of Trustees agreed that the minimum appropriate level of unrestricted reserves to operate in the current financial climate should be equivalent to 3 months of operating costs, this equated to £228,749. The actual unrestricted reserves at the end of the year were £410,094, exceeding the minimum level set by the Board of Trustees by £181,345. The charity is updating its reserves policy to consider whether to revise the reserves levels during the next planning period with a view to continued significant growth.

c. Funds and investment

In total, funds held as at 31 March 2025 amounted to £420,860 as shown in Analysis of Charitable Funds. There were no fund investments. The amounts held in the bank were used to support liquidity.

Trustees' responsibilities statement

The trustees, (who are also directors of Respect Project (known as Respect)) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Disclosure of Information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- Each Trustee has taken all the steps that ought to have been taken as a Trustee to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The company has taken advantage of the small companies' exemption in preparing the report above.

The Trustees declare that they have approved the Trustees' report (including directors' report) above. This report was approved by the Trustees on 11 November 2025 and signed on their behalf by:



Diane Scott
Interim Chair of Trustees

Respect Project
Company Limited by Guarantee
Independent Auditor's Report to the Members of Respect Project
Year ended 31 March 2025

Opinion

We have audited the financial statements of Respect Project (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2025

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. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions from the requirement to prepare a strategic report.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2025

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2025

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2025

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

11 November 2025

Respect Project
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2025

		Unrestricted funds £	2025 Restricted funds £	Total funds £	2024 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	8,506	–	8,506	6,323
Charitable activities	6	405,439	2,724,625	3,130,064	2,896,431
Investment income	7	1,709	–	1,709	340
Total income		<u>415,654</u>	<u>2,724,625</u>	<u>3,140,279</u>	<u>2,903,094</u>
Expenditure					
Expenditure on charitable activities	8,9	528,443	2,655,599	3,184,042	3,055,232
Total expenditure		<u>528,443</u>	<u>2,655,599</u>	<u>3,184,042</u>	<u>3,055,232</u>
Net expenditure		<u>(112,789)</u>	<u>69,026</u>	<u>(43,763)</u>	<u>(152,138)</u>
Transfers between funds		86,700	(86,700)	–	–
Net movement in funds		<u>(26,089)</u>	<u>(17,674)</u>	<u>(43,763)</u>	<u>(152,138)</u>
Reconciliation of funds					
Total funds brought forward		436,183	28,440	464,623	616,761
Total funds carried forward		<u>410,094</u>	<u>10,766</u>	<u>420,860</u>	<u>464,623</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 23 to 43 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Financial Position
31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	16	6,054	12,111
Current assets			
Debtors	17	635,354	877,302
Cash at bank and in hand		298,492	120,750
		<u>933,846</u>	<u>998,052</u>
Creditors: amounts falling due within one year	18	519,040	545,540
Net current assets		<u>414,806</u>	<u>452,512</u>
Total assets less current liabilities		<u>420,860</u>	<u>464,623</u>
Net assets		<u>420,860</u>	<u>464,623</u>
Funds of the charity			
Restricted funds		10,766	28,440
Unrestricted funds		410,094	436,183
Total charity funds	21	<u>420,860</u>	<u>464,623</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 11 November 2025, and are signed on behalf of the board by:



Diane Scott - Vice Chair
Trustee

The notes on pages 23 to 43 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2025

	2025	2024
	£	£
Cash flows from operating activities		
Net expenditure	(43,763)	(152,138)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	6,057	6,056
Other interest receivable and similar income	(1,709)	(340)
Accrued (income)/expenses	(139,865)	106,139
<i>Changes in:</i>		
Trade and other debtors	316,328	(265,039)
Trade and other creditors	38,985	(34,078)
Cash generated from operations	176,033	(339,400)
Interest received	1,709	340
Net cash from/(used in) operating activities	<u>177,742</u>	<u>(339,060)</u>
Net increase/(decrease) in cash and cash equivalents	177,742	(339,060)
Cash and cash equivalents at beginning of year	120,750	459,810
Cash and cash equivalents at end of year	<u>298,492</u>	<u>120,750</u>

The notes on pages 23 to 43 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Respect, Voluntary Action Islington, 200a Pentonville Road, London, N1 9JP, England.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the currency of the entity, rounded to the nearest pound.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

3. Accounting policies *(continued)*

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	- 25% p.a. straight line
Computer equipment	- 33% p.a. straight line
Other fixed assets	- 33% p.a. straight line

Full year depreciation is charged to the additions during the year of purchase. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 110 members of the company (2024: 111).

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Donations				
Donations	<u>8,506</u>	<u>8,506</u>	<u>6,323</u>	<u>6,323</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Training, Accreditation, Respect Young Peoples			
Services and Membership Income	397,396	—	397,396
Cambridgeshire County Council (RYPS)	—	8,556	8,556
DAPO Pilot (Drive)	—	218,427	218,427
Department of Justice Northern Ireland	—	6,000	6,000
Durham Country Council (RYPS)	—	—	—
Esmée Fairbairn Foundation	—	—	—
Home Office	—	529,922	529,922
Kurt & Magda Stern (CfE)	—	12,669	12,669
Lloyds Bank Foundation	—	—	—
London Councils via Refuge	—	11,323	11,323
London Councils via Women's Resource Centre - Ascent	—	25,981	25,981
London Safe and Together - Match funding from councils	—	235,305	235,305
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	—	135,000	135,000
Newcastle City Council (MAC)	—	12,742	12,742
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	8,043	—	8,043
Noel Buxton Trust (RYPS)	—	10,000	10,000
P&D Robinson Trust (RYPS)	—	24,104	24,104
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	4,600	4,600
Police and Crime Commissioner for Norfolk (RYPS)	—	93,830	93,830
Safe Lives (Restart)	—	246,906	246,906
Safe Lives (RYPS)	—	5,000	5,000
Scottish Government	—	35,357	35,357
Scottish Government via Scottish Women's Aid	—	15,485	15,485
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	—	—	—
STADA (MAC)	—	65,713	65,713
The National Lottery Community Fund (MAC)	—	543,266	543,266
The National Lottery Community Fund via Safe Lives (Drive)	—	471,939	471,939
Treebeard Foundation (CfE)	—	12,500	12,500
Women's Aid Survivor Fund	—	—	—
	<u>405,439</u>	<u>2,724,625</u>	<u>3,130,064</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Training, Accreditation, Respect Young Peoples Services and Membership Income	390,701	–	390,701
Cambridgeshire County Council (RYPS)	–	–	–
DAPO Pilot (Drive)	–	–	–
Department of Justice Northern Ireland	–	6,000	6,000
Durham Country Council (RYPS)	–	31,977	31,977
Esmee Fairbairn Foundation	75,000	–	75,000
Home Office	–	349,247	349,247
Kurt & Magda Stern (CfE)	–	–	–
Lloyds Bank Foundation	150,000	–	150,000
London Councils via Refuge	–	11,323	11,323
London Councils via Women's Resource Centre - Ascent	–	25,152	25,152
London Safe and Together - Match funding from councils	–	175,150	175,150
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	196,982	196,982
Newcastle City Council (MAC)	–	19,900	19,900
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	10,655	–	10,655
Noel Buxton Trust (RYPS)	–	10,000	10,000
P&D Robinson Trust (RYPS)	–	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	24,100
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	52,396
Safe Lives (Restart)	–	283,700	283,700
Safe Lives (RYPS)	–	–	–
Scottish Government	–	35,357	35,357
Scottish Government via Scottish Women's Aid	–	30,837	30,837
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	–	17,148	17,148
STADA (MAC)	–	–	–
The National Lottery Community Fund (MAC)	–	543,862	543,862
The National Lottery Community Fund via Safe Lives (Drive)	–	450,844	450,844
Treebeard Foundation (CfE)	–	–	–
Women's Aid Survivor Fund	–	6,100	6,100
	<u>626,356</u>	<u>2,270,075</u>	<u>2,896,431</u>

7. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest	<u>1,709</u>	<u>1,709</u>	<u>340</u>	<u>340</u>

Respect Project

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Training, Accreditation, Respect Young Peoples			
Services and Membership expenditure	463,087	–	463,087
Cambridgeshire County Council (RYPS)	–	7,656	7,656
DAPO Pilot (Drive)	–	186,401	186,401
Department of Justice Northern Ireland	–	4,800	4,800
Durham County Council (RYPS)	–	–	–
Home Office	–	409,167	409,167
Kurt & Magda Stern (CfE)	–	10,474	10,474
London Councils via Refuge	–	9,894	9,894
London Councils via Women's Resource Centre -			
Ascent	–	23,340	23,340
Match Funding from Councils: London Safe and			
Together	–	204,322	204,322
Mayor and Burgesses of The London Borough of			
Waltham Forest - Home Office: Safe and Together	–	117,225	117,225
National Lottery Community Fund (MAC)	–	497,112	497,112
Newcastle City Council (MAC)	–	9,222	9,222
Noel Buxton Trust (RYPS)	–	8,400	8,400
P&D Robinson Trust (RYPS)	–	20,052	20,052
Police and Crime Commissioner for Cambridgeshire			
and Peterborough (RYPS)	–	3,864	3,864
Police and Crime Commissioner for Durham (RYPS)	–	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	79,417	79,417
Safe Lives (Restart)	–	214,552	214,552
Safe Lives (RYPS)	–	4,200	4,200
Scottish Government	–	27,224	27,224
Scottish Government via Scottish Women's Aid	–	12,374	12,374
South Wales Police Crime Commissioner via Welsh			
Women's Aid (Change that Lasts)	–	–	–
STADA (MAC)	–	51,913	51,913
The National Lottery Community Fund via Safe Lives			
(Drive)	–	397,657	397,657
Treebeard Foundation (CfE)	–	10,335	10,335
Women's Aid Flexible Survivor Fund	–	–	–
Support costs	65,356	345,998	411,354
	<u>528,443</u>	<u>2,655,599</u>	<u>3,184,042</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	546,639	–	546,639
Cambridgeshire County Council (RYPS)	–	–	–
DAPO Pilot (Drive)	–	–	–
Department of Justice Northern Ireland	–	4,800	4,800
Durham County Council (RYPS)	–	31,977	31,977
Home Office	–	331,160	331,160
Kurt & Magda Stern (CfE)	–	–	–
London Councils via Refuge	–	10,530	10,530
London Councils via Women's Resource Centre - Ascent	–	22,225	22,225
Match Funding from Councils: London Safe and Together	–	175,150	175,150
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	142,563	142,563
National Lottery Community Fund (MAC)	–	494,872	494,872
Newcastle City Council (MAC)	–	16,502	16,502
Noel Buxton Trust (RYPS)	–	10,000	10,000
P&D Robinson Trust (RYPS)	–	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	24,100
Police and Crime Commissioner for Durham (RYPS)	–	41,369	41,369
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	52,396
Safe Lives (Restart)	–	232,826	232,826
Safe Lives (RYPS)	–	–	–
Scottish Government	–	28,286	28,286
Scottish Government via Scottish Women's Aid	–	24,670	24,670
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	–	16,629	16,629
STADA (MAC)	–	–	–
The National Lottery Community Fund via Safe Lives (Drive)	–	393,524	393,524
Treebeard Foundation (CfE)	–	–	–
Women's Aid Flexible Survivor Fund	–	6,100	6,100
Support costs	178,727	270,187	448,914
	<u>725,366</u>	<u>2,329,866</u>	<u>3,055,232</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2025 £	Total fund 2024 £
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	463,087	—	65,356	528,443	725,366
Cambridgeshire County Council (RYPS)	7,656	—	900	8,556	—
DAPO Pilot (Drive)	186,401	—	32,026	218,427	—
Department of Justice Northern Ireland	4,800	—	1,200	6,000	6,000
Durham County Council (RYPS)	—	—	—	—	31,977
Home Office	409,167	—	30,797	439,964	376,137
Kurt & Magda Stern (CfE)	10,474	—	2,195	12,669	—
London Councils via Refuge	9,894	—	1,429	11,323	11,323
London Councils via Women's Resource Centre - Ascent	23,340	—	3,523	26,863	25,152
Match Funding from Councils: London Safe and Together	204,322	—	35,807	240,129	175,150
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	117,225	—	20,543	137,768	192,182
National Lottery Community Fund (MAC)	243,882	253,230	49,718	546,830	544,018
Newcastle City Council (MAC)	9,222	—	3,520	12,742	19,900
Noel Buxton Trust (RYPS)	8,400	—	1,600	10,000	10,000
P&D Robinson Trust (RYPS)	20,052	—	4,052	24,104	—
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	3,864	—	736	4,600	24,100
Police and Crime Commissioner for Durham (RYPS)	—	—	—	—	41,369
Police and Crime Commissioner for Norfolk (RYPS)	79,417	—	14,413	93,830	52,396

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

9. Expenditure on charitable activities by activity type *(continued)*

Safe Lives (Restart)	214,552	—	37,518	252,070	278,900
Safe Lives (RYPS)	4,200	—	800	5,000	—
Scottish Government	27,224	—	8,133	35,357	35,357
Scottish Government via Scottish Women's Aid	12,374	—	3,111	15,485	30,837
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	—	—	—	—	18,408
STADA (MAC)	51,913	—	13,800	65,713	—
The National Lottery Community Fund via Safe Lives (Drive)	397,657	—	78,012	475,669	450,560
Treebeard Foundation (CfE)	10,335	—	2,165	12,500	—
Women's Aid Flexible Survivor Fund	—	—	—	—	6,100
	<u>2,519,458</u>	<u>253,230</u>	<u>411,354</u>	<u>3,184,042</u>	<u>3,055,232</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

10. Analysis of support costs

	Staff costs £	Premises and office costs £	Admin costs £	Legal and professional £	Total 2025 £
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	45,748	5,503	11,850	2,255	65,356
Cambridgeshire County Council (RYPP)	630	76	163	31	900
DAPO Pilot (Drive) Department of Justice Northern Ireland	22,417	2,697	5,807	1,105	32,026
Home Office	840	101	218	41	1,200
Kurt & Magda Stern (CfE)	21,557	5,585	2,593	1,062	30,797
London Councils via Refuge	1,536	185	398	76	2,195
London Councils via Women's Resource Centre - Ascent	1,000	259	121	49	1,429
Match Funding from Councils: London Safe and Together	2,465	297	639	122	3,523
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	25,064	3,016	6,492	1,235	35,807
National Lottery Community Fund (MAC)	14,379	1,730	3,725	709	20,543
Newcastle City Council (MAC)	34,801	4,187	9,015	1,715	49,718
Noel Buxton Trust (RYPS)	2,464	296	639	121	3,520
P&D Robinson Trust (RYPP)	1,120	135	290	55	1,600
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	2,836	341	735	140	4,052
Police and Crime Commissioner for Norfolk (RYPS)	515	62	133	26	736
Safe Lives (Restart)	10,089	1,214	2,613	497	14,413
Safe Lives (RYPS)	26,262	3,159	6,803	1,294	37,518
Scottish Government	560	67	145	28	800
Scottish Government via Scottish Women's Aid	5,693	685	1,474	281	8,133
	2,178	262	564	107	3,111

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

10. Analysis of support costs *(continued)*

South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	–	–	–	–	–
STADA (MAC)	9,660	1,162	2,502	476	13,800
The National Lottery Community Fund via Safe Lives (Drive)	54,606	6,570	14,145	2,691	78,012
Treebeard Foundation (CfE)	1,516	182	392	75	2,165
	<u>28,7936</u>	<u>37,771</u>	<u>71,456</u>	<u>14,191</u>	<u>411,354</u>

	Core Overhead Allocation £	Total 2024 £
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	178,727	178,727
Cambridgeshire County Council (RYPP)	–	–
DAPO Pilot (Drive)	–	–
Department of Justice Northern Ireland	1,200	1,200
Home Office	44,977	44,977
Kurt & Magda Stern (CfE)	–	–
London Councils via Refuge	–	–
London Councils via Women's Resource Centre - Ascent	2,927	2,927
Match Funding from Councils: London Safe and Together	–	–
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	49,619	49,619
National Lottery Community Fund (MAC)	49,146	49,146
Newcastle City Council (MAC)	3,398	3,398
Noel Buxton Trust (RYPS)	–	–
P&D Robinson Trust (RYPP)	–	–

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

10. Analysis of support costs *(continued)*

Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	793	793
Police and Crime Commissioner for Norfolk (RYPS)	497	497
Safe Lives (Restart)	46,074	46,074
Safe Lives (RYPS)	–	–
Scottish Government	7,071	7,071
Scottish Government via Scottish Women's Aid	6,167	6,167
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	1,779	1,779
STADA (MAC)	–	–
The National Lottery Community Fund via Safe Lives (Drive)	57,036	57,036
Treebeard Foundation (CfE)	–	–
	<u>448,914</u>	<u>448,914</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

11. Analysis of grants

	2025 £	2024 £
Grants to institutions		
Grants from National Lottery Community Fund - Make A Change:		
TDAS	38,129	42,100
MDVS	41,678	45,377
Women's Aid	11,745	12,101
TLC	78,322	81,730
Harbour	41,678	45,377
Wearside Women in Need	41,678	45,393
Total grants	<u>253,230</u>	<u>272,078</u>

12. Net expenditure

Net expenditure is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	6,057	6,056
Audit Fee	<u>5,350</u>	<u>4,956</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	2,119,485	2,019,034
Social security costs	232,410	196,107
Employer contributions to pension plans	121,998	124,161
Other employee benefits	—	6,263
	<u>2,473,893</u>	<u>2,345,565</u>

The average head count of employees during the year was 53 (2024: 45). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Number of staff	<u>45</u>	<u>40</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2025 No.	2024 No.
£60,000 to £69,999	5	4
£70,000 to £79,999	2	1
£80,000 to £89,999	1	—
	<u>8</u>	<u>5</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

13. Staff costs *(continued)*

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 5 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £352,522 (2024: £358,776).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2024: nil).

During the year there were expenses of £1,424 reimbursed to four trustees (2024: £306 reimbursed to four trustees).

15. Transfers between funds

In previous years, Respect ran the Respect Phone Line and Men's Advice using core reserves to subsidise the funding from the Home Office. The Home Office provided an uplift in 2024-25 to Respect which was used to replenish those reserves. The transfer of restricted funds of £86,700 from the Helplines to unrestricted funds was used to support the previous years of subsidy.

16. Tangible fixed assets

	Office Equipment £	Computer Equipment £	Other Fixed Assets £	Total £
Cost				
At 1 April 2024 and 31 March 2025	<u>11,773</u>	<u>22,704</u>	<u>16,965</u>	<u>51,442</u>
Depreciation				
At 1 April 2024	11,773	16,712	10,846	39,331
Charge for the year	—	2,996	3,061	6,057
At 31 March 2025	<u>11,773</u>	<u>19,708</u>	<u>13,907</u>	<u>45,388</u>
Carrying amount				
At 31 March 2025	<u>—</u>	<u>2,996</u>	<u>3,058</u>	<u>6,054</u>
At 31 March 2024	<u>—</u>	<u>5,992</u>	<u>6,119</u>	<u>12,111</u>

17. Debtors

	2025 £	2024 £
Trade debtors	98,970	407,420
Prepayments and accrued income	536,384	469,882
	<u>635,354</u>	<u>877,302</u>



Respect Project

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

18. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	89,915	77,697
Accruals and deferred income	322,531	355,891
Social security and other taxes	60,751	63,677
VAT creditor	27,806	31,981
Other creditors	18,037	16,294
	<u>519,040</u>	<u>545,540</u>

19. Deferred income

	2025	2024
	£	£
At 1 April 2024	255,710	293,483
Amount released to income	(240,401)	(293,483)
Amount deferred in year	272,526	255,710
At 31 March 2025	<u>287,835</u>	<u>255,710</u>

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £121,998 (2024: £124,161).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	<u>436,183</u>	<u>415,654</u>	<u>(528,443)</u>	<u>86,700</u>	<u>410,094</u>

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	<u>552,162</u>	<u>633,019</u>	<u>(725,366)</u>	<u>(23,632)</u>	<u>436,183</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

21. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Cambridgeshire County Council (RYPS)	–	8,556	(8,556)	–	–
DAPO Pilot (Drive)	–	218,427	(218,427)	–	–
Department of Justice Northern Ireland	–	6,000	(6,000)	–	–
Durham County Council (RYPS)	–	–	–	–	–
Home Office	(3,258)	529,922	(439,964)	(86,700)	–
Kurt & Magda Stern (CfE)	–	12,669	(12,669)	–	–
London Councils via Refuge	–	11,323	(11,323)	–	–
London Councils via Women's Resource Centre - Ascent	882	25,981	(26,863)	–	–
London Safe and Together - Match funding from Councils	–	235,305	(240,129)	–	(4,824)
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	22,452	135,000	(137,768)	–	19,684
National Lottery Community Fund (MAC)	3,564	543,266	(546,830)	–	–
Newcastle City Council (MAC)	–	12,742	(12,742)	–	–
Noel Buxton Trust (RYPS)	–	10,000	(10,000)	–	–
P&D Robinson Trust (RYPS)	–	24,104	(24,104)	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	4,600	(4,600)	–	–
Police and Crime Commissioner for Durham (RYPS)	–	–	–	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	93,830	(93,830)	–	–
Safe Lives (Restart)	4,800	246,906	(252,070)	–	(364)
Safe Lives (RYPS)	–	5,000	(5,000)	–	–
Scottish Government	–	35,357	(35,357)	–	–
Scottish Government via Women's Aid	–	15,485	(15,485)	–	–

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

21. Analysis of charitable funds *(continued)*

South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	–	–	–	–	–
STADA (MAC)	–	65,713	(65,713)	–	–
The National Lottery Community Fund via Safe Lives (Drive)	–	471,939	(475,669)	–	(3,730)
Treebeard Foundation (CfE)	–	12,500	(12,500)	–	–
Women's Aid Flexible Survivor Fund	–	–	–	–	–
	<u>28,440</u>	<u>2,724,625</u>	<u>(2,655,599)</u>	<u>(86,700)</u>	<u>10,766</u>

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Cambridgeshire County Council (RYPS)	–	–	–	–	–
DAPO Pilot (Drive)	–	–	–	–	–
Department of Justice Northern Ireland	–	6,000	(6,000)	–	–
Durham County Council (RYPS)	–	31,977	(31,977)	–	–
Home Office	–	349,247	(376,137)	23,632	(3,258)
Kurt & Magda Stern (CfE)	–	–	–	–	–
London Councils via Refuge	–	11,323	(11,323)	–	–
London Councils via Women's Resource Centre - Ascent	882	25,152	(25,152)	–	882
London Safe and Together - Match funding from Councils	–	175,150	(175,150)	–	–
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	17,652	196,982	(192,182)	–	22,452
National Lottery Community Fund (MAC)	3,720	543,862	(544,018)	–	3,564
Newcastle City Council (MAC)	–	19,900	(19,900)	–	–
Noel Buxton Trust (RYPS)	–	10,000	(10,000)	–	–
P&D Robinson Trust (RYPS)	–	–	–	–	–

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

21. Analysis of charitable funds *(continued)*

Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	(24,100)	–	–
Police and Crime Commissioner for Durham (RYPS)	41,369	–	(41,369)	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	(52,396)	–	–
Safe Lives (Restart)	–	283,700	(278,900)	–	4,800
Safe Lives (RYPS)	–	–	–	–	–
Scottish Government	–	35,357	(35,357)	–	–
Scottish Government via Women's Aid	–	30,837	(30,837)	–	–
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	1,260	17,148	(18,408)	–	–
STADA (MAC)	–	–	–	–	–
The National Lottery Community Fund via Safe Lives (Drive)	(284)	450,844	(450,560)	–	–
Treebeard Foundation (CfE)	–	–	–	–	–
Women's Aid Flexible Survivor Fund	–	6,100	(6,100)	–	–
	<u>64,599</u>	<u>2,270,075</u>	<u>(2,329,866)</u>	<u>23,632</u>	<u>28,440</u>

Make a Change

National Lottery Community Fund - this fund pays for the Make a Change Project including Respect's role in overseeing the model delivery in four sites. It includes payment to Women's Aid England as a strategic partner and direct payments to five local delivery partners in four project sites (Trafford, Durham, Sunderland and Merseyside). NCLF pays 40% of operating costs in Trafford and offer a set contribution fee to the other three.

Northumbria PCC and Newcastle Council - fund the Make a Change project in Newcastle. This includes Respect's fee for overseeing the model delivery and 100% operating costs paid to local delivery partners Harbour and Changing Lives. This is funded to June 2025.

Scottish Government - Helplines

Inspiring Scotland provide funding for both Men's Advice Line and Respect Phoneline to meet the needs of Scottish service users who need advice, information and signposting support.

Home Office - Helplines

Funding for both Men's Advice Line and Respect Phoneline to meet the needs of service users across the UK offering advice, information and signposting support.

Ascent - Helplines

In partnership with the London VAWG Consortium, Men's Advice Line receive funding for male victims in London to be supported with advice, information and signposting support.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

21. Analysis of charitable funds *(continued)*

Scottish Women's Aid - Helplines

The Scottish Domestic Abuse and Forced Marriage Helpline (SDAFMH) funds Men's Advice Line to ensure that male callers to the SDAFMH receive a specialist telephone support service via the Men's Advice Line (MAL) during our operating hours.

Northern Ireland - Helplines

Funding is received from the Northern Ireland Executive for Respect Phoneline to offer advice, support and signposting for perpetrators seeking support in Northern Ireland.

DAPO Pilot

The DAPO (Domestic Abuse Protection Order) project is a fixed term pilot funded by the Home Office which started in November 2024.

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	6,054	–	6,054
Current assets	404,040	10,766	414,806
Net assets	<u>410,094</u>	<u>10,766</u>	<u>420,860</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	12,111	–	12,111
Current assets	424,072	28,440	452,512
Net assets	<u>436,183</u>	<u>28,440</u>	<u>464,623</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2025

23. Analysis of changes in net debt

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	<u>120,750</u>	<u>177,742</u>	<u>298,492</u>

24. Limitation of auditors liability

By way of a members' resolution dated 09 December 2024, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

25. Related parties

There were no related party transactions incurred during the year other than those detailed in note 14.

RESPECT

England & Wales - Charity number 1141636

Accounts

Respect Project
Company Limited by Guarantee
Financial Statements
31 March 2024

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Respect Project
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2024

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	14
Statement of financial activities (including income and expenditure account)	19
Statement of financial position	20
Statement of cash flows	21
Notes to the financial statements	22

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

Reference and administrative details

Registered charity name	Respect Project	
Charity registration number	1141636 (England and Wales) SC051284 (Scotland)	
Company registration number	07582438	
Principal office and registered office	Voluntary Action Islington 200a Pentonville Road London England N1 9JP	
The trustees	Sarah Mullen - Chair (Resigned 12 March 2024) Purna Sen - Chair (Appointed 12 March 2024) Diane Scott - Vice Chair Lucy Bushill-Matthews - Treasurer Rachel Morrison (Resigned 24 April 2023) Leyly Bogue Millie Brown Michael Collins Samantha Darby (Resigned 14 October 2024) Amra Dautovic David Gadd (Resigned 29 November 2023) Talia Kensit Hilary McCollum James Rowlands Kevin Steele	
Auditor	Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor) Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ Barclays Bank Plc 75 King Street Hammersmith London W6 9HY	

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

Structure, governance and management

Patron	Dame Vera Baird QC	
Officers of the Board of Trustees		
Chair of Trustees	Purna Sen	(appointed 12 March 2024)
	Sarah Mullen	(resigned 12 March 2024)
Vice Chair	Diane Scott	
Treasurer	Lucy Bushill-Matthews	
Chief Executive Officer	Jo Todd	
Board Secretary	Michelle Roots	(Director of Finance and Operations)(appointed 20 May 2024)

The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2024. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage of the exemptions available to smaller entities.

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is elected at the Annual General Meeting. There are three officer posts — Chair, Vice Chair and Treasurer — and up to 12 other representatives.

Trustees are bound by Respect's Articles of Association. They complete a register of interests and declare any conflicts of interest at each Board and subgroup meeting.

The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board.

There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group — oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group — oversight of public affairs, communications and fundraising
- Development Group — oversight of services, development and research

We recruit Trustees using an open advertisement process across our networks; applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the voluntary, public and private sectors. We are working to increase the diversity of our Board and this is reflected in our recruitment practices.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Finance, financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Fundraising
- Communications and marketing
- Research and evaluation
- Public Affairs and campaigning

New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

The Board of Trustees regularly monitors risks to Respect, ensuring these are adequately managed.

The key risks we have identified in the coming year are:

- Funding and external political landscape: Across the whole charity sector, there are continuing challenges with funding particularly with short-term grant agreements, and just less money available overall. In particular, funders are focusing more on direct delivery, and less on core infrastructure, membership and sector support functions, less on systems change and less on evaluation and research – all things that we wish to focus on as part of our Strategic Plan. Most of our funders have not increased funding rises in cost of living and we, along with the rest of the charity sector, have faced increasing stretch due to these real term cuts. Our project work is reasonably well funded, but our core functions and strategic priorities are much more difficult to fund in the current climate making it more challenging to achieve all our goals.
- The pre-election period brought a lack of certainty and stability, particularly regarding future government funding.
- We continue to diversify our funding streams to ensure longer-term sustainability, with an increased focus on developing a more business development mindset and fostering corporate partnerships. We are prioritising fundraising efforts to ensure we can continue to deliver our strategy. Depending on fundraising progress and success, we may need to delay some elements of the strategy and reprioritise some of our core activities.
- In anticipation of a general election, we developed our own Respect Manifesto to send a strong, coherent message to prospective governments, to build political will to comprehensively address domestic abuse. We will build on our current work to make sure that we are well placed to influence new Ministers and ensure an approach which holds domestic abuse perpetrators to account and puts survivors first.

Systems to monitor and mitigate risk:

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

The Executive Leadership Team identifies and discusses risks and ways to mitigate them at our monthly Executive Leadership Meeting, considering strategic and project level risks. These risks are subsequently graded to assess the short and long-term impact, and the level of oversight needed and plans for mitigation are agreed and implemented. Trustees oversee progress against risk mitigation via our subgroups and review strategic risks at quarterly board meetings. We have robust internal controls to ensure that we have management, performance and financial oversight and make use of independent third-party experts to support us where needed.

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Public Funding:

- Home Office
- Police Crime Commissioners: Cambridgeshire, Durham, Norfolk and MOPAC
- London Boroughs of: Barking and Dagenham, Barnet, Hackney, Hammersmith and Fulham, Newham, Waltham Forest
- Councils: London Councils, Durham County Council, Newcastle City Council
- National Lottery Community Fund (formerly known as Big Lottery)
- NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board

Charities, Trusts and Foundations: Esmée Fairbairn Trust, Noel Buxton Trust

Scotland: Scottish Government

Wales: Office of the Police and Crime Commissioner South Wales

Northern Ireland: Northern Ireland Department of Justice

Research: University of Bristol and University College London

Private Sector: A&R Edelmann, Lloyds Banking Group and other corporate partners

We would also like to thank all our individual donors.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

Objectives and activities

Respect is the UK charity stopping perpetrators of domestic abuse. We work with our members, partners and allies to stop the harms done by those who perpetrate domestic abuse. Our pursuit of a world where everyone is free from domestic abuse encompasses a wide range of activity aimed at expanding the availability of safe, effective interventions. This includes training and accreditation for the perpetrator sector, the development of innovative and effective perpetrator programme models, and work with male victims and with young people.

We build evidence of what works, promote safe, effective practice and drive high standards. In collaboration with others, we use our voice to call for a response to domestic abuse that matches the scale of the problem. We will not stop, until domestic abuse stops.

Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

We provide a range of identifiable benefits to the public or a section of the public through the activities outline below:

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Achievements and performance

We continue to be very proud of the difference we have made over the last 24 years, tirelessly ensuring that perpetrators are held to account; putting survivors at the heart of our work; driving developments in practice; changing systems to ensure they are fit for purpose; influencing government to improve statutory responses and increase political will for change; and working to bring about social change so that our whole society strives to end domestic abuse.

Our Strategy

In October 2023, we launched our new strategy for 2023-28, [*Stopping the Harm: A Strategy for Change*](#). Developed in collaboration and with insights from our members and colleagues across the domestic abuse sector, *Stopping the Harm* defines what is needed to achieve our goal:

- A comprehensive range of specialist perpetrator responses in every area.
- A state response to the perpetration of domestic abuse which reflects the scale, nature and urgency of the problem.
- A wholesale shift in social attitudes leading to a reduction in domestic abuse.

Our strategy is built on two pillars through which Respect will deliver its work over the next five years and beyond:

A Centre for Excellence

Building on our unique experience and expertise, we are creating a Centre for Excellence, which will bring together practice and research evidence to deliver real change in the understanding of what works to end the perpetration of domestic abuse.

Influence for Systemic Change

We are expanding our Influence function to build an ambitious programme of work to push for radical change in policy making, commissioning and funding of specialist and statutory services, informed by the insights from the Centre for Excellence.

23/24 saw us in the first phase of implementing our new five-year strategy.

Our project highlights:

Respect's projects, innovation and practice development form the groundwork and building blocks of our Centre for Excellence, and directly inform our influence work.

Our work to ensure delivery of safe and effective perpetrator interventions includes early response work through our Make a Change Project, response to high-harm serial perpetrators through the Drive Partnership, and systems change within children's services through the Safe & Together programme. Our helplines provide expert support to male victims of domestic abuse through our Men's Advice Line, and a first step towards accountability and change for perpetrators, through the Respect Phoneline. The Respect Young People's Project supports professionals to address young people's use of violence in intimate and family relationships.

We know that safe, effective practice and high standards require a range of responses addressing all levels of risk and need to bring about lasting behaviour-change and/or disruption to prevent further violence and abuse. As a second-tier membership organisation, our membership, training and accreditation ensures the continued development of a sector with the right tools, programmes, training and support to provide safe and effective specialist services.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Key highlights from 2023/24

Centre for Excellence: With almost 25 years of experience, we know that addressing domestic abuse requires focusing on those who cause harm. No single organisation can tackle this alone – it requires collective effort from researchers, practitioners, people with lived experience, campaigners, policymakers, and leaders, from local communities to national parliaments. This is why, as a key part of our strategy, we are launching a new Centre for Excellence. Its mission is to ensure that efforts to address the perpetration of domestic abuse are grounded in data and evidence, drive forward research and elevate the quality of practice. The centre will be informed and driven by the innovation and experience of experts in practice and service delivery.

During 2023/24 we have:

- Identified gaps in data collection and research
- Developed our aims, objectives and long-term outcomes
- Presented and tested ideas with our members, with political and government partners, universities and potential funders.
- Continued our collaboration with academic partners to grow the evidence base around the perpetration of domestic abuse through:
 - Inputting into Reprovide with the University of Bristol who tested the effectiveness of a group work intervention for those who perpetrate domestic abuse via a randomised control trial which concluded in April 2023. A paper reporting on the trial has now been published. The paper concluded that it was possible to recruit, randomise, and retain male perpetrators and female victims of abuse in the study, and collect their self-reported data. The study also found that participants involved in the intervention reported positive benefits. Read a summary of the REPROVIDE paper, and access the full version, [here](#).
 - Acting as a key collaborator and adviser to the University College London's Department of Computer Science on a new project entitled "Tackling Technology-Facilitated Abuse to Protect Victims and Survivors of Intimate Partner Violence".

Make a Change: This is a community-wide, early response to people using harmful behaviour in relationships. It provides expert support for people who are concerned about their behaviour, and their partners and/or ex-partners, as well as training for professionals and support for the wider community. Our team provides the central support for our service delivery partners.

This year:

- The programme was delivered across four sites: Durham, Merseyside, Sunderland and Trafford.
 - We reached over 75,000 people with our programme and training sessions.
 - We saw a 42% increase in participants on the behaviour change programme:
 - 198 referrals
 - 118 participants
 - We saw a 38% increase in survivors supported since last year
-

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Following the behaviour change programme, 95% of participants improved on every outcome that we measure, demonstrating an increase in accountability, insight, empathy, emotional management and equitable beliefs.

Drive: We are proud to be part of [the Drive Partnership along with our strategic partners](#) SafeLives and Social Finance. It was initially set up in 2015 to deliver a three-year pilot intervention working with high harm, serial perpetrators, and we have since received funding to expand our work and extend the remit to include public affairs and national systems change work.

- During 23/24, 848 service users were accepted and 814 professionals were trained as part of our workforce development training programme. Measures were put in place to protect 954 victims, and 1878 associated children/young people. This year, the Drive Partnership has continued to grow, expanding and launching services across England:
 - We set up a new site in Lancashire with Victim Support. We also expanded sites delivered by Cranstoun in West Mercia and Avon & Somerset to include Shropshire and Telford, and Bristol and North Somerset, respectively.
 - With the support of the Police and Crime Commissioner and match funding from the Home Office, we set up a brand-new site with Cranstoun in the Thames Valley.
 - We expanded our South BCU service, creating a Pan-London service, funded by the Mayor's Office for Policing and Crime London as part of the Home Office's Domestic Abuse Perpetrator Intervention Fund. The service will be delivered by Rise Mutual in close partnership with local services, including the police and social services.

Safe & Together: The [Safe & Together](#) model is a training programme designed to help child protection professionals improve their response to domestic abuse. The model is based on three key principles:

- Keeping children Safe & Together with their non-abusive parent, ensuring safety, stability, nurturance and healing from trauma.
 - Partnering with the non-abusive parent as a default position ensuring efficient, effective, and child-centred practice.
 - Intervening with the perpetrator to reduce the risk and harm to the child through engagement, accountability, and criminal justice.
- We are implementing the Safe & Together model through two partnerships: the London Partnership and Restart. This year:
 - We continued implementation in 11 boroughs
 - We launched two new boroughs: Barnet, and Barking and Dagenham
 - 486 professionals attended the Safe & Together CORE training
 - 565 professionals attended the Safe & Together Overview training
 - 18 professionals attended the Safe & Together Supervisor training
 - We delivered 604 practice consultations to social workers
 - We launched the year two evaluation of our work on the London Safe & Together Partnership.
-

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

- Part of what makes the Safe & Together Model so effective is our six Implementation Leads, a group of domestic abuse experts who work across London, supporting professionals to embed the model.

"I learn new things every time I come to a consultation. I feel that you provide me with confidence in implementing behaviour expectations for the perpetrator, and I am able to use your research to evidence why. I feel that these consultations provide me clarity that there are risks, and that every opinion that I have is either validated or explored."

– Practitioner being supported by a Respect Safe & Together Implementation Lead

Helplines: Our helplines continue to see high levels of demand. With access to a quality telephone interpreting service, we ensure everyone can access the help they need, whatever language they speak.

Our expert advisors help support male victims of domestic abuse on the Men's Advice Line, focused on enhancing their safety and well-being.

In 2023-24, the Men's Advice Line handled:

- 33,906 phone calls
- 6,602 emails
- 503 webchats

Our expert advisors also work with perpetrators on the Respect phonenumber, helping them to take the first step towards accountability and change, to prevent further harm and make survivors safer. We offer confidential advice and information to anyone concerned about their behaviour, and we signpost to Respect-accredited perpetrator programmes.

The Respect Phonenumber handled:

- 6,319 phone calls
- 1,776 emails
- 170 webchats

"The operator took the time to listen to me and advise. The operator was also very honest with me, even though I found this upsetting, it's given me clarification and strength to continue".

– A perpetrator calling the Respect Phonenumber

Respect Young People's Service: We support professionals to respond effectively to young people's use of violence and abuse in family and intimate relationships. Our primary focus is [Child and Adolescent to Parent Violence and Abuse \(CAPVA\)](#), and we deliver training and workforce development on our flagship intervention, the [Respect Young People's Programme](#), to support families experiencing this form of abuse.

We also develop work around Teenage Relationship Abuse. In 23/24 we delivered in three major areas in Durham, Cambridgeshire and Norfolk and training in various areas to 173 front-line professionals.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Our [bespoke website](#) for practitioners working with young people went from strength to strength: this year the number of people accessing the site grew by 288%. An evaluation from our Cambridge delivery site, by Cambridgeshire Constabulary and Trinity YMCA, found that:

- The programme led to a reduction in violence and abusive behaviour towards all parents and carers in the cohort.
- The programme reduced police callouts by 94%.
- For every £1 invested in reducing CAPVA, up to £8.30 in police resources could be saved.

Training: We deliver a [professional development function](#) offering high quality courses and practice development days, as well as other events, such as webinars. This year:

- 280 professionals attended our open-access training
- 336 professionals received bespoke training on commissioned courses
- Our webinars for professionals reached 450 professionals
- We trained 210 professionals as part of the Ascent Partnership in London
- We achieved CPD accreditation for 3 of our specialist courses
- Three of our courses achieved OCN accreditation

Membership: Respect's membership programme offers a range of benefits to develop practitioners' knowledge and skills, helping them improve their practice and giving them the opportunity to be part of a network of organisations sharing similar challenges, and speaking with a shared voice to influence policy and systems change. Respect has:

- 82 organisational members
- 770 staff benefiting from Respect membership
- 29 individual members

In 2023/24:

- 150 professionals attended our Practice Development Days
- We held nine Accredited Member Forums (AMF), where members can raise concerns, share expertise, and learn about sector developments.

Our members can book weekly 1-1 expert advice sessions, supporting them with specific issues and concerns related to work with perpetrators or male victims. This year, our team has provided 79 sessions.

Accreditation: Respect accreditation is a quality assurance certification offered for two types of services: those working with perpetrators and those working with male victims. Services working with perpetrators are assessed against the [Respect Standard](#), and services for male victims are assessed against the [Respect Male Victims' Standard](#).

- Accreditation has been developed so that everyone, including perpetrators, survivors, funders, commissioners and practitioners can be assured that a service is of a high-quality standard, regularly monitored and supported to frequently reflect and improve on best working practices. We have 37 accredited services. In 2023/24:
 - Four new services achieved Respect accreditation, 2 perpetrator services and 2 male victim services.
 - Nine organisations started the Respect accreditation process.
-

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Influence: Respect is committed to disrupting existing approaches to address domestic abuse and replacing them with a more accurate understanding of its root causes, and a more aspirational approach to its eradication. To this end, we continue to bring our influence to bear, building on our sector networks and our leadership role in the perpetrator sector. Our Centre for Excellence will be the hub that collates and drives the knowledge underpinning this work.

As our Influence function has become more established, we are more connected with changemakers such as parliamentarians and sector activists, working with them both in our own right and in coalition to prioritise responses that address the root cause as well as the consequences of abuse. We have spoken at key conferences and events such as the Labour party conference and given evidence at a Select Committee hearing, a clip of which was then aired on BBC Radio 4.

We continued to deliver our key asks and messages, raising the profile of Respect's work via traditional and social media. Increasing our profile through media not only further secures our role as the "go-to" organisation on domestic abuse perpetration, it also makes us more attractive to potential funders who will see our reach and our impact.

Increase in press coverage:

- 2022-23 144%
- 2023-24 555%

In addition to our increase in press coverage, we worked with colleagues across the organisation to develop impactful campaigns for International Women's Day, 16 Days of Activism and Black History Month that reached over 50,000 people through our social media outlets, our website, and our monthly newsletter. This not only demonstrates our reach and grows the understanding of perpetrator work, but also demonstrates the creativity of colleagues who we worked with to create strong assets in which to frame our thought leadership work.

Our policy work to influence government and statutory agency responses to domestic abuse is growing:

- We led on creating two sector roundtable meetings to produce joint responses to the Home Office Consultation on child to parent abuse, and the Ministry of Justice's Murder Sentencing consultation.
- In January, Respect CEO, Jo Todd CBE, gave evidence at the Women and Equalities Committee as part of their inquiry into "The escalation of violence against women and girls". Jo talked about the need for a more comprehensive response to perpetrators, better capturing of data and the need to make justice work for survivors. A clip from Jo's evidence was featured on national BBC radio.
- We participated in a party conference in September 2023. Respect's Director of Influence spoke at a fringe meeting to launch the development of a joint sector Manifesto ahead of the expected 2024 General Election.

Respect Project

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

Financial review

Respect remains in a good financial position, shown below for 2023-24. As planned, we made use of our reserves with excess expenditure over income of £152,138.

Summary of Funds Held	Unrestricted £	Restricted £	Total £
Balance from 31 March 2023	552,162	64,599	616,761
Income	633,019	2,270,075	2,903,094
Expenditure	725,366	2,329,866	3,055,232
In-year surplus / (deficit)	(92,347)	(59,791)	(152,138)
Balance before transfers	459,815	4,808	464,623
Transfer from unrestricted to restricted	(23,632)	23,632	0
Balance to 1 April 2024	436,183	28,440	464,623

Most of Respect's income was categorised as restricted, meaning that the use of the funds was for a specific purpose. The funding received during the year end 31st March 2024 and the associated expenditure are shown above as Restricted Funds and in the Statement of Financial Activities and summarised in note 20 Analysis of Charitable Funds.

Unrestricted funding is for general use towards Respect's charitable objects, comprising of centrally held reserves to support cash flow and contingencies, and amounts from commissioned service income for Training, Respect Young People's Service training, Membership, Accreditation and some other sources of income including donations.

Total income decreased by 12.4% from 2022-23 with a reduction of 14.9% for restricted income and for unrestricted income, a reduction of 2.2%.

Total expenditure decreased by 14.6% from 2022-23 with a reduction of 14.8% on restricted expenditure and for unrestricted expenditure, a reduction of 13.9%.

The transfer of unrestricted funds of £23,632 to restricted funds was to support our Helplines' expenditure, due to shortfall on funding for core costs from the Home Office.

Reserves policy

The Board of Trustees review the charity's reserves requirement annually and monitor the forecast reserves shown in the financial reports throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments, liquidity and the nature of reserves.

For the year ended 31 March 2024, the Board of Trustees agreed that the minimum appropriate level of unrestricted reserves to operate in the current financial climate should be equivalent to 3 months of operating costs, this equated to £148,351. The actual unrestricted reserves at the end of the year were £436,183, exceeding the minimum level set by the Board of Trustees by £287,832. The charity will consider whether to revise the reserves levels during the next budget planning period.

Funds and investment

In total funds amount to £464,623 as shown in Analysis of Charitable Funds. There were no fund investments.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2024

Trustees' responsibilities statement

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report was approved on 09 December 2024 and signed on behalf of the board of trustees by:

Purna Sen

Purna Sen
Chair of Trustees

Respect Project
Company Limited by Guarantee
Independent Auditor's Report to the Members of Respect Project
Year ended 31 March 2024

Opinion

We have audited the financial statements of Respect Project (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity'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;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2024

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. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions from the requirement to prepare a strategic report.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2024

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2024

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

J Rhodes

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

09 December 2024

Respect Project
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2024

		Unrestricted funds	2024 Restricted funds	Total funds	2023 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	6,323	–	6,323	39,396
Charitable activities	6	626,356	2,270,075	2,896,431	3,275,362
Investment income	7	340	–	340	935
Total income		<u>633,019</u>	<u>2,270,075</u>	<u>2,903,094</u>	<u>3,315,693</u>
Expenditure					
Expenditure on charitable activities	8,9	725,366	2,329,866	3,055,232	3,577,312
Total expenditure		<u>725,366</u>	<u>2,329,866</u>	<u>3,055,232</u>	<u>3,577,312</u>
Net expenditure		<u>(92,347)</u>	<u>(59,791)</u>	<u>(152,138)</u>	<u>(261,619)</u>
Transfers between funds		(23,632)	23,632	–	–
Net movement in funds		<u>(115,979)</u>	<u>(36,159)</u>	<u>(152,138)</u>	<u>(261,619)</u>
Reconciliation of funds					
Total funds brought forward		552,162	64,599	616,761	878,380
Total funds carried forward		<u>436,183</u>	<u>28,440</u>	<u>464,623</u>	<u>616,761</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 22 to 39 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Financial Position
31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible fixed assets	15	12,111	18,167
Current assets			
Debtors	16	877,302	773,968
Cash at bank and in hand		120,750	459,810
		998,052	1,233,778
Creditors: amounts falling due within one year	17	545,540	635,184
Net current assets		452,512	598,594
Total assets less current liabilities		464,623	616,761
Net assets		464,623	616,761
Funds of the charity			
Restricted funds		28,440	64,599
Unrestricted funds		436,183	552,162
Total charity funds	20	464,623	616,761

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

These financial statements were approved by the board of trustees and authorised for issue on 09 December 2024, and are signed on behalf of the board by:

Purna Sen

Purna Sen - Chair
Trustee

The notes on pages 22 to 39 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net expenditure	(152,138)	(261,619)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	6,056	6,058
Other interest receivable and similar income	(340)	(935)
Accrued expenses/(income)	106,139	(605,563)
<i>Changes in:</i>		
Trade and other debtors	(265,039)	1,018,510
Trade and other creditors	(34,078)	(384,154)
Cash generated from operations	(339,400)	(227,703)
Interest received	340	935
Net cash used in operating activities	(339,060)	(226,768)
Cash flows from investing activities		
Purchase of tangible assets	—	(24,224)
Net cash used in investing activities	—	(24,224)
Net decrease in cash and cash equivalents	(339,060)	(250,992)
Cash and cash equivalents at beginning of year	459,810	710,802
Cash and cash equivalents at end of year	120,750	459,810

The notes on pages 22 to 39 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Respect, 200a Pentonville Road, London, England, N1 9JP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the currency of the entity, rounded to the nearest pound.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% p.a. straight line
Computer equipment	-	33% p.a. straight line
Other fixed assets	-	33% p.a. straight line

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

3. Accounting policies *(continued)*

Depreciation *(continued)*

Full year depreciation is charged to the additions during the year. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 111 members of the company.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations	6,323	6,323	39,396	39,396

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Accreditation	63,311	–	63,311
Consultancy and Other Fees	20,850	–	20,850
Department of Justice Northern Ireland	–	6,000	6,000
Durham Country Council (RYPS)	–	31,977	31,977
Esmee Fairbairn Foundation	75,000	–	75,000
Fidelity International	–	–	–
Home Office	–	349,247	349,247
Home Office: Domestic Abuse Perpetrator Standards	–	–	–
Lloyds Bank Foundation	150,000	–	150,000
London Councils via Refuge	–	11,323	11,323
London Councils via Women's Resource Centre - Ascent	–	25,152	25,152
London Safe and Together - Match funding from councils	–	175,150	175,150
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	196,982	196,982
Membership Subscriptions	49,083	–	49,083
Newcastle City Council (MAC)	–	19,900	19,900
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	10,655	–	10,655
Noel Buxton Trust (RYPS)	–	10,000	10,000
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	24,100
Police and Crime Commissioner for Durham (RYPS)	–	–	–
Police and Crime Commissioner for Lincolnshire (MAC)	–	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	52,396
Safe Lives (Restart)	–	283,700	283,700
Scottish Government	–	35,357	35,357
Scottish Government via Scottish Women's Aid	–	30,837	30,837
South London and Maudsley NHS	–	–	–
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	–	17,148	17,148
The National Lottery Community Fund (MAC)	–	543,862	543,862
The National Lottery Community Fund via Safe Lives (Drive)	–	450,844	450,844
Training Courses	257,457	–	257,457
Women's Aid Survivor Fund	–	6,100	6,100
	<u>626,356</u>	<u>2,270,075</u>	<u>2,896,431</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Accreditation	51,722	–	51,722
Consultancy and Other Fees	17,554	–	17,554
Department of Justice Northern Ireland	–	6,000	6,000
Durham Country Council (RYPS)	–	–	–
Esmée Fairbairn Foundation	90,000	–	90,000
Fidelity International	3,000	–	3,000
Home Office	–	350,000	350,000
Home Office: Domestic Abuse Perpetrator Standards	–	8,000	8,000
Lloyds Bank Foundation	–	–	–
London Councils via Refuge	–	11,617	11,617
London Councils via Women's Resource Centre - Ascent	–	24,585	24,585
London Safe and Together - Match funding from councils	–	93,000	93,000
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	449,482	449,482
Membership Subscriptions	47,648	–	47,648
Newcastle City Council (MAC)	–	–	–
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	6,500	–	6,500
Noel Buxton Trust (RYPS)	–	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	14,508	14,508
Police and Crime Commissioner for Durham (RYPS)	–	143,281	143,281
Police and Crime Commissioner for Lincolnshire (MAC)	–	111,412	111,412
Police and Crime Commissioner for Norfolk (RYPS)	–	–	–
Safe Lives (Restart)	–	–	–
Scottish Government	–	35,238	35,238
Scottish Government via Scottish Women's Aid	–	30,085	30,085
South London and Maudsley NHS	11,332	–	11,332
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	–	41,764	41,764
The National Lottery Community Fund (MAC)	–	684,535	684,535
The National Lottery Community Fund via Safe Lives (Drive)	–	665,162	665,162
Training Courses	378,937	–	378,937
Women's Aid Survivor Fund	–	–	–
	<u>606,693</u>	<u>2,668,669</u>	<u>3,275,362</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

7. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest	<u>340</u>	<u>340</u>	<u>935</u>	<u>935</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Department of Justice Northern Ireland	–	4,800	4,800
Durham County Council (RYPS)	–	31,977	31,977
Helplines - Respect Phonelines	–	–	–
Home Office	–	331,160	331,160
Home Office: Domestic Abuse Perpetrator Standards	–	–	–
London Councils via Refuge	–	10,530	10,530
London Councils via Women's Resource Centre - Ascent	–	22,225	22,225
Match Funding from Councils: London Safe and Together	–	175,150	175,150
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	142,563	142,563
National Lottery Community Fund (MAC)	–	494,872	494,872
Newcastle City Council (MAC)	–	16,502	16,502
Noel Buxton Trust (RYPS)	–	10,000	10,000
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	24,100
Police and Crime Commissioner for Durham (RYPS)	–	41,369	41,369
Police and Crime Commissioner for Lincolnshire (MAC)	–	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	52,396
Safe Lives (Restart)	–	232,826	232,826
Scottish Government	–	28,286	28,286
Scottish Government via Scottish Women's Aid	–	24,670	24,670
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	–	16,629	16,629
Support costs	178,727	270,187	448,914
The National Lottery Community Fund via Safe Lives (Drive)	–	393,524	393,524
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	546,639	–	546,639
Women's Aid Flexible Survivor Fund	–	6,100	6,100
	<u>725,366</u>	<u>2,329,866</u>	<u>3,055,232</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

8. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Department of Justice Northern Ireland	–	6,000	6,000
Durham County Council (RYPS)	–	–	–
Helplines - Respect Phonelines	–	20,356	20,356
Home Office	–	329,519	329,519
Home Office: Domestic Abuse Perpetrator Standards	–	8,000	8,000
London Councils via Refuge	–	11,616	11,616
London Councils via Women's Resource Centre - Ascent	–	20,883	20,883
Match Funding from Councils: London Safe and Together	–	79,050	79,050
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	–	409,336	409,336
National Lottery Community Fund (MAC)	–	639,082	639,082
Newcastle City Council (MAC)	–	–	–
Noel Buxton Trust (RYPS)	–	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	12,332	12,332
Police and Crime Commissioner for Durham (RYPS)	–	86,625	86,625
Police and Crime Commissioner for Lincolnshire (MAC)	–	94,700	94,700
Police and Crime Commissioner for Norfolk (RYPS)	–	–	–
Safe Lives (Restart)	–	–	–
Scottish Government	–	28,190	28,190
Scottish Government via Scottish Women's Aid	–	24,068	24,068
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	–	66,883	66,883
Support costs	274,523	279,624	554,147
The National Lottery Community Fund via Safe Lives (Drive)	–	618,660	618,660
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	567,865	–	567,865
Women's Aid Flexible Survivor Fund	–	–	–
	<u>842,388</u>	<u>2,734,924</u>	<u>3,577,312</u>

Respect Project

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2024 £	Total funds 2023 £
Department of Justice Northern Ireland	4,800	–	1,200	6,000	6,000
Durham County Council (RYPS)	31,977	–	–	31,977	–
Helplines - Respect Phonelines	–	–	–	–	20,945
Home Office	331,160	–	44,977	376,137	350,000
Home Office: Domestic Abuse Perpetrator Standards	–	–	–	–	8,000
London Councils via Refuge	10,530	–	793	11,323	11,616
London Councils via Women's Resource Centre - Ascent	22,225	–	2,927	25,152	23,705
Match Funding from Councils: London Safe and Together	175,150	–	–	175,150	93,000
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	142,563	–	49,619	192,182	457,344
National Lottery Community Fund (MAC)	222,794	272,078	49,146	544,018	684,534
Newcastle City Council (MAC)	16,502	–	3,398	19,900	–
Noel Buxton Trust (RYPS)	10,000	–	–	10,000	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	24,100	–	–	24,100	14,508
Police and Crime Commissioner for Durham (RYPS)	41,369	–	–	41,369	101,912
Police and Crime Commissioner for Lincolnshire (MAC)	–	–	–	–	111,412
Police and Crime Commissioner for Norfolk (RYPS)	52,396	–	–	52,396	–
Safe Lives (Restart)	232,826	–	46,074	278,900	–
Scottish Government	28,286	–	7,071	35,357	35,238
Scottish Government via Scottish Women's Aid	24,670	–	6,167	30,837	30,085
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	16,629	–	1,779	18,408	76,371
The National Lottery Community Fund via Safe Lives (Drive)	393,524	–	57,036	450,560	710,254
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	546,639	–	178,727	725,366	842,388
Women's Aid Flexible Survivor Fund	6,100	–	–	6,100	–
	<u>2,334,240</u>	<u>272,078</u>	<u>448,914</u>	<u>3,055,232</u>	<u>3,577,312</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

10. Analysis of support costs

	Core Overhead Allocation
	2024
	£
Department of Justice Northern Ireland	1,200
Home Office	44,977
London Councils via Women's Resource Centre - Ascent	2,927
Mayor and Burgesses of The London Borough of Waltham Forest -	
Home Office: Safe and Together	49,619
National Lottery Community Fund (MAC)	49,146
Newcastle City Council (MAC)	3,398
Police and Crime Commissioner for Cambridgeshire and	
Peterborough (RYPS)	793
Safe Lives (Restart)	46,074
Scottish Government	7,071
Scottish Government via Scottish Women's Aid	6,167
South Wales Police Crime Commissioner via Welsh Women's Aid	
(Change that Lasts)	1,779
The National Lottery Community Fund via Safe Lives (Drive)	57,036
Training, Accreditation, Respect Young Peoples Services and	
Membership Expenditure	178,727
	<u>448,914</u>
Total Support Costs 2023	<u>554,147</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

11. Analysis of grants

	2024	2023
	£	£
Grants to institutions		
Grants from National Lottery Community Fund - Make A Change	272,078	361,284
Grants from Lincolnshire Police - Make A Change	—	94,700
	<u>272,078</u>	<u>455,984</u>
Total grants	<u>272,078</u>	<u>455,984</u>

12. Net expenditure

Net expenditure is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation of tangible fixed assets	6,056	6,058
Audit Fee	<u>4,956</u>	<u>4,416</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	2,019,034	2,062,439
Social security costs	196,107	229,721
Employer contributions to pension plans	124,161	114,347
Other employee benefits	<u>6,263</u>	<u>175,818</u>
	<u>2,345,565</u>	<u>2,582,325</u>

The average head count of employees during the year was 45 (2023: 54). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Number of staff	<u>40</u>	<u>45</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2024	2023
	No.	No.
£60,000 to £69,999	4	1
£70,000 to £79,999	<u>1</u>	<u>—</u>
	<u>5</u>	<u>1</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

13. Staff costs *(continued)*

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 5 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £358,776 (2023: £282,878).

14. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2023: nil).

During the year there were expenses of £306 reimbursed to four trustees (2023: £576)

15. Tangible fixed assets

	Office Equipment £	Computer Equipment £	Other Fixed Assets £	Total £
Cost				
At 1 April 2023 and 31 March 2024	<u>11,773</u>	<u>22,704</u>	<u>16,965</u>	<u>51,442</u>
Depreciation				
At 1 April 2023	11,773	13,715	7,787	33,275
Charge for the year	–	2,997	3,059	6,056
At 31 March 2024	<u>11,773</u>	<u>16,712</u>	<u>10,846</u>	<u>39,331</u>
Carrying amount				
At 31 March 2024	<u>–</u>	<u>5,992</u>	<u>6,119</u>	<u>12,111</u>
At 31 March 2023	<u>–</u>	<u>8,989</u>	<u>9,178</u>	<u>18,167</u>

16. Debtors

	2024 £	2023 £
Trade debtors	407,420	167,874
Prepayments and accrued income	469,882	605,944
Other debtors	–	150
	<u>877,302</u>	<u>773,968</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

17. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	77,697	148,142
Accruals and deferred income	355,891	449,230
Social security and other taxes	63,677	–
VAT creditor	31,981	37,812
Other creditors	16,294	–
	<u>545,540</u>	<u>635,184</u>

18. Deferred income

	2024	2023
	£	£
At 1 April 2023	293,483	308,238
Amount released to income	(293,483)	(308,238)
Amount deferred in year	255,710	293,483
At 31 March 2024	<u>255,710</u>	<u>293,483</u>

19. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £124,161 (2023: £114,347).

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

20. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	552,162	633,019	(725,366)	(23,632)	436,183
Accreditation Fund	—	—	—	—	—
Project Drive	—	—	—	—	—
	<u>552,162</u>	<u>633,019</u>	<u>(725,366)</u>	<u>(23,632)</u>	<u>436,183</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	747,747	647,024	(821,664)	(20,945)	552,162
Accreditation Fund	20,724	—	(20,724)	—	—
Project Drive	—	—	—	—	—
	<u>768,471</u>	<u>647,024</u>	<u>(842,388)</u>	<u>(20,945)</u>	<u>552,162</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

20. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Department of Justice Northern Ireland	–	6,000	(6,000)	–	–
Durham County Council (RYPS)	–	31,977	(31,977)	–	–
Helplines - Respect Phoneline	–	–	–	–	–
Home Office	–	349,247	(376,137)	23,632	(3,258)
Home Office: Domestic Abuse Perpetrator Standards	–	–	–	–	–
Lloyds Bank Foundation	–	–	–	–	–
London Councils via Refuge	–	11,323	(11,323)	–	–
London Councils via Women's Resource Centre - Ascent	882	25,152	(25,152)	–	882
London Safe and Together - Match funding from Councils	–	175,150	(175,150)	–	–
Mayor and Burgesses of The London Borough of Waltham Forest	17,652	196,982	(192,182)	–	22,452
- Home Office: Safe and Together National Lottery Community Fund (MAC)	3,720	543,862	(544,018)	–	3,564
Newcastle City Council (MAC)	–	19,900	(19,900)	–	–
Noel Buxton Trust (RYPS)	–	10,000	(10,000)	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	24,100	(24,100)	–	–
Police and Crime Commissioner for Durham (RYPS)	41,369	–	(41,369)	–	–
Police and Crime Commissioner for Lincolnshire (MAC)	–	–	–	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	52,396	(52,396)	–	–
Safe Lives (Restart)	–	283,700	(278,900)	–	4,800
Scottish Government	–	35,357	(35,357)	–	–
Scottish Government via Women's Aid	–	30,837	(30,837)	–	–
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	1,260	17,148	(18,408)	–	–
The National Lottery Community Fund via Safe Lives (Drive)	(284)	450,844	(450,560)	–	–
Women's Aid Flexible Survivor Fund	–	6,100	(6,100)	–	–
	<u>64,599</u>	<u>2,270,075</u>	<u>(2,329,866)</u>	<u>23,632</u>	<u>28,440</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

20. Analysis of charitable funds *(continued)*

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
Department of Justice Northern Ireland	–	6,000	(6,000)	–	–
Durham County Council (RYPS)	–	–	–	–	–
Helplines - Respect Phoneline	–	–	(20,945)	20,945	–
Home Office	–	350,000	(350,000)	–	–
Home Office: Domestic Abuse Perpetrator Standards	–	8,000	(8,000)	–	–
Lloyds Bank Foundation	1,968	–	–	(1,968)	–
London Councils via Refuge	1	11,617	(11,618)	–	–
London Councils via Women's Resource Centre - Ascent	–	24,585	(23,703)	–	882
London Safe and Together - Match funding from Councils	–	93,000	(93,000)	–	–
Mayor and Burgesses of The London Borough of Waltham Forest	25,514	449,482	(457,344)	–	17,652
- Home Office: Safe and Together National Lottery Community Fund (MAC)	3,719	684,535	(684,534)	–	3,720
Newcastle City Council (MAC)	–	–	–	–	–
Noel Buxton Trust (RYPS)	–	–	–	–	–
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	–	14,508	(14,508)	–	–
Police and Crime Commissioner for Durham (RYPS)	–	143,281	(101,912)	–	41,369
Police and Crime Commissioner for Lincolnshire (MAC)	–	111,412	(111,412)	–	–
Police and Crime Commissioner for Norfolk (RYPS)	–	–	–	–	–
Safe Lives (Restart)	–	–	–	–	–
Scottish Government	–	35,238	(35,238)	–	–
Scottish Government via Women's Aid	–	30,085	(30,085)	–	–
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	35,867	41,764	(76,371)	–	1,260
The National Lottery Community Fund via Safe Lives (Drive)	42,840	665,162	(710,254)	1,968	(284)
Women's Aid Flexible Survivor Fund	–	–	–	–	–
	<u>109,909</u>	<u>2,668,669</u>	<u>(2,734,924)</u>	<u>20,945</u>	<u>64,599</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

20. Analysis of charitable funds *(continued)*

Make a Change

National Lottery Community Fund – this fund pays for the Make a Change Project including Respect's role in overseeing the model delivery in four sites. It includes payment to Women's Aid England as a strategic partner and direct payments to five local delivery partners in four project sites (Trafford, Durham, Sunderland and Merseyside). NCLF pays 40% of operating costs in Trafford and offer a set contribution fee to the other three.

Northumbria PCC and Newcastle Council - fund the Make a Change project in Newcastle. This includes Respect's fee for overseeing the model delivery and 100% operating costs paid to local delivery partners Harbour and Changing Lives. This is funded to June 2025.

Scottish Government - Helplines

Inspiring Scotland provide funding for both Men's Advice Line and Respect Phoneline to meet the needs of Scottish service users who need advice, information and signposting support.

Home Office - Helplines

Funding for both Men's Advice Line and Respect Phoneline to meet the needs of service users across the UK offering advice, information and signposting support.

Ascent - Helplines

In partnership with the London VAWG Consortium, Men's Advice Line receive funding for male victims in London to be supported with advice, information and signposting support.

Scottish Women's Aid - Helplines

The Scottish Domestic Abuse and Forced Marriage Helpline (SDAFMH) funds Men's Advice Line to ensure that male callers to the SDAFMH receive a specialist telephone support service via the Men's Advice Line (MAL) during our operating hours.

Northern Ireland - Helplines

Funding is received from the Northern Ireland Executive for Respect Phoneline to offer advice, support and signposting for perpetrators seeking support in Northern Ireland.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2024

21. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	12,111	–	12,111
Current assets	424,072	28,440	452,512
Net assets	<u>436,183</u>	<u>28,440</u>	<u>464,623</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	18,167	–	18,167
Current assets	533,995	64,599	598,594
Net assets	<u>552,162</u>	<u>64,599</u>	<u>616,761</u>

22. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	<u>459,810</u>	<u>(339,060)</u>	<u>120,750</u>

23. Limitation of auditors liability

By way of a members' resolution dated 18 October 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

24. Related parties

There were no related party transactions incurred during the year other than those detailed in note 14.



Issuer

Walter Hunter

Document generated

Mon, 9th Dec 2024 10:27:01 GMT

Document fingerprint

0c1a5e5f1366991dba9f0d0125327861

Parties involved with this document

Document processed	Party + Fingerprint
Tue, 10th Dec 2024 17:44:04 GMT	Mrs Purna Sen - Signer (b3c8f5510879b36958c5934f097aae8e)
Tue, 10th Dec 2024 18:09:48 GMT	Jonathan Rhodes - Signer (6216a205e594c8642ceeb2dd3d26ba45)
Tue, 10th Dec 2024 18:09:48 GMT	Mrs Michelle Roots - Copied In (4a6771b04c49ee0ce173bbe1390a7d11)
Tue, 10th Dec 2024 18:09:48 GMT	Georgia Turner - Copied In (7ce0b4759f769c8d839f156150d87eaa)

Audit history log

Date	Action
Mon, 9th Dec 2024 10:27:01 GMT	Envelope generated with fingerprint 0f23ae2b29459db260cefc51151d5b5818.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Document generated with fingerprint 0c1a5e5f1366991dba9f0d0125327861.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Document generated with fingerprint 69c273281ecbf013a9cfbe032c0bc560.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Document generated with fingerprint 33103c6acd1d125a1d0936d046274a3f.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Mrs Purna Sen has been assigned to this envelope.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Jonathan Rhodes has been assigned to this envelope.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Mrs Michelle Roots has been assigned to this envelope.18.133.63.166
Mon, 9th Dec 2024 10:27:01 GMT	Georgia Turner has been assigned to this envelope.18.133.63.166
Mon, 9th Dec 2024 10:27:21 GMT	Envelope generated
Mon, 9th Dec 2024 10:27:21 GMT	Sent the envelope to Mrs Purna Sen for signing
Mon, 9th Dec 2024 10:27:22 GMT	Document emailed to party email18.175.210.239
Mon, 9th Dec 2024 10:27:32 GMT	Party email has bounced back. The reason given is: 550 5.4.1 Recipient address rejected: Access denied. [AM2PEPF0001C70A.eurprd05.prod.outlook.com 2024-12-09T10:27:23.428Z 08DD115F67ED9D78]167.89.117.78
Mon, 9th Dec 2024 11:37:37 GMT	Document emailed to party email13.43.138.20

Mon, 9th Dec 2024 11:42:43 GMT	Party email has bounced back. The reason given is: unable to get mx info: failed to get IPs from PTR record: lookup <nil>: unrecognized address52.91.28.145
Mon, 9th Dec 2024 12:00:34 GMT	Document emailed to party email18.175.222.55
Tue, 10th Dec 2024 17:42:44 GMT	Mrs Purna Sen viewed the envelope151.225.225.49
Tue, 10th Dec 2024 17:44:04 GMT	Mrs Purna Sen signed the envelope151.225.225.49
Tue, 10th Dec 2024 17:44:04 GMT	Sent the envelope to Jonathan Rhodes for signing151.225.225.49
Tue, 10th Dec 2024 17:44:04 GMT	Document emailed to party email18.168.225.11
Tue, 10th Dec 2024 17:44:04 GMT	Mrs Purna Sen viewed the envelope151.225.225.49
Tue, 10th Dec 2024 18:08:58 GMT	Jonathan Rhodes viewed the envelope81.150.186.46
Tue, 10th Dec 2024 18:09:48 GMT	Jonathan Rhodes signed the envelope81.150.186.46
Tue, 10th Dec 2024 18:09:48 GMT	Sent the envelope to Mrs Michelle Roots for signing81.150.186.46
Tue, 10th Dec 2024 18:09:48 GMT	Sent the envelope to Georgia Turner for signing81.150.186.46
Tue, 10th Dec 2024 18:09:48 GMT	This envelope has been signed by all parties81.150.186.46
Tue, 10th Dec 2024 18:09:49 GMT	Document emailed to party email18.133.140.25
Tue, 10th Dec 2024 18:09:49 GMT	Document emailed to party email13.41.70.245
Tue, 10th Dec 2024 18:09:49 GMT	Jonathan Rhodes viewed the envelope81.150.186.46

RESPECT

England & Wales - Charity number 1141636

Accounts

Respect Project
Company Limited by Guarantee
Financial Statements
31 March 2023

WALTER HUNTER & CO LIMITED
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

Respect Project
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2023

	Page
Trustees' annual report (incorporating the director's report)	1
Independent auditor's report to the members	11
Statement of financial activities (including income and expenditure account)	16
Statement of financial position	17
Statement of cash flows	18
Notes to the financial statements	19

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report)
Year ended 31 March 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.

Reference and administrative details

Registered charity name	Respect Project	
Charity registration number	1141636	
Company registration number	07582438	
Principal office and registered office	Respect 200a Pentonville Road London England N1 9JP	
The trustees	Sarah Mullen - Chair Diane Scott - Vice Chair Lucy Bushill-Matthews - Treasurer (Appointed 16 November 2022) Rachel Morrison - Treasurer (Resigned 24 April 2023) Leyly Bogue Millie Brown Michael Collins Samantha Darby Amra Dautovic David Gadd (Resigned 29 th November 2023) Talia Kensit Hilary McCollum James Rowlands (Sabbatical from Sept 2021 and re-appointed 16 November 2022) Kevin Steele Sope Otulana (Resigned 1 June 2022)	
Auditor	Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor) Walter Hunter & Co Limited Chartered accountants & statutory auditor 24 Bridge Street Newport South Wales NP20 4SF	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	Barclays Bank Plc 75 King Street Hammersmith London W6 9HY

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Structure, governance and management

Patron Dame Vera Baird QC

Officers of the Board of Trustees

Chair of Trustees Sarah Mullen

Vice Chair Diane Scott

Treasurer Lucy Bushill-Matthews (appointed Nov 2022)
previously Rachel Morrison (stepped down Nov 2022, resigned from Board of Trustees 24 Apr 2023)

Chief Executive Officer Jo Todd

Board Secretary Victoria Cousins (Operations Director)

The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2022.

The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage of the exemptions available to smaller entities.

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is elected at the Annual General Meeting. There are three officer posts - Chair, Vice Chair and Treasurer - and up to 12 other representatives.

Trustees are bound by Respect's Articles of Association. They complete a register of interests and declare any conflicts of interest at each Board and subgroup meeting.

The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board. There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group - oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group - oversight of public affairs, communications and fundraising
- Development Group - oversight of our services, development and research projects

We recruit Trustees using an open advertisement process across our networks; applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the voluntary, public and private sectors. We are working to increase the diversity of our board and this is reflected in our recruitment practices

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Finance, Financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Fundraising
- Communications and marketing
- Research and Evaluation
- Public Affairs and Campaigning

New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

The Board of Trustees regularly monitors risks to Respect, ensuring these are adequately managed.

The key risks we have identified in the coming year are:

- **Delivering our new strategy:**

Our new strategy is bold and ambitious. Our starting point is our current activities and capacity, with plans for significant growth. In order to deliver our strategy we need to fundraise in an ever-challenging funding climate. If successful, we will need to manage growth and change. If unsuccessful we will need to regroup and scale back our plans.

In 23/24 we will embed our new strategic priorities across all our programmes and projects, creating plans, developing new systems and creating a new infrastructure which promotes cross-departmental working, with a renewed focus on our culture and what it means to be a part of Respect. We have a brilliant, dedicated and enthusiastic team who will be working together, across portfolios to ensure that we maximise opportunities and meet our goals. Our aim is to embed the ethos and mindset of our strategy so that we can begin to deliver even with limited funding, and to have a flexible approach that can build steadily and accelerate quickly, depending on our fundraising success.

- **Funding and capacity challenges:**

Across the whole charity sector, there are broad challenges with funding at the moment, including short turn arounds for bids, awards that are short term - one or two years at most - and just less money available overall leading to a squeeze in all areas. In particular, funders are focusing more on direct delivery and less on infrastructure, membership, sector support type functions, less on systems change and less on evaluation and research - all things that we focus on. Alongside this are the cost-of-living challenges facing the whole of society, including our staff and our organisation. Most of our funders have not increased funding to account for this, and we, along with the rest of the charity sector, have faced increasing stretch due to these real term cuts. We have found our project work is reasonably well funded, but our core functions and strategic priorities are much more difficult to fund in the current climate, and we have some capacity gaps which prevent us from fulfilling all our goals.

In 23/24, therefore, we are continuing to diversify our funding streams to ensure long term sustainability, with

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

an increased focus on developing a more business development mindset and fostering corporate partnerships.

- **External political landscape:**

We anticipate there will be a general election in 2024 and with this comes new manifestos, commitments, political direction and budgets, and the challenge of ensuring our messaging is heard by the incoming government.

In 23/24 we will work alongside sector allies to send strong, coherent messaging to prospective governments, to build political will to comprehensively address domestic abuse. We will build on our current work, to ensure - whichever party wins - that we are well placed to influence new Ministers and ensure an approach which holds domestic abuse perpetrators to account and puts survivors first.

- **Poor practice:**

We have been pleased to see increased government funding for perpetrator responses but continue to be concerned that poorly designed and/or poorly delivered responses continue to be commissioned. These can actually increase the risks to survivors, rather than reduce them. As the focus on perpetrators grows, so does this risk, as more and more organisations begin to address an issue that, until very recently, was the focus of just a handful of specialist services. We set standards and ensure that accredited services are safe and effective, but we continue to see poor commissioning processes and concerning practice.

In 23/24, embedded in our new strategic approach, is the commitment to growing a robust evidence base and continuing to shine the spotlight on the need for accountability in service provision, across specialist and frontline responses in the voluntary, statutory and private sectors. We will increase our scrutiny of commissioning at local and national level to ensure best practice standards are adhered to and the wellbeing of survivors is prioritised.

Systems to monitor and mitigate risk:

The Senior Leadership Team identifies and discusses risks and ways to mitigate them at our monthly Senior Leadership Meeting. These risks are subsequently graded to assess the short and long-term impact and the level of oversight needed, and plans for mitigation are agreed and implemented. Trustees oversee progress against risk mitigation via our subgroups and review strategic risks at quarterly board meetings.

We have robust internal controls to ensure that we have management, performance and financial oversight and make use of independent third party experts to support us where needed.

We have continued to receive legal advice on a pro bono basis from Baker McKenzie and Field Fisher, both global firms of solicitors, and we would like to thank them for their continued support.

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Public Funding:

- Home Office
- Police Crime Commissioners:
 - Cambridgeshire, Durham, Lincolnshire North Yorkshire, South Wales

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

- MOPAC- London Boroughs of: Camden, Croydon Waltham Forest, Hackney, Havering, Newham, Tower Hamlets, Redbridge, Sutton, Waltham Forest, Westminster
- London Councils
- Lincolnshire County Council
- National Lottery Community Fund
- Scottish Government direct and Scottish Government via Scottish Women's Aid
- Northern Ireland Dept. of Justice

Trusts and Foundations: Esmée Fairbairn Trust, Guinness Trust

Research: University of Bristol; South London and Maudsley NHS Foundation Trust

Private Sector: Royal Sun Alliance and other corporate partners

We would also like to thank all of our individual donors and those who purchase our training which provides vital support for our ongoing funding.

Objectives and activities

Respect is a pioneering UK membership organisation in the domestic abuse sector. Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there. In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account and survivors' safety and wellbeing is centred.

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone - specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others - working together.

We have chosen to focus on 3 key strands of work - influence, support and innovation - so that:

- Perpetrators of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm
- Young people who cause harm to family members/carers or in their intimate relationships: are offered responses that recognise both their vulnerability and the risk they pose
- Male victims of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs

Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

We provide a range of identifiable benefits to the public or a section of the public through the following activities:

- **Influence**
 - We use our expertise, and that of our members, to help shape thinking and to influence policy, practice and legislation
 - We advocate for strategic, well-funded, cross-government, multi-agency responses to domestic abuse which ensure that perpetrators are held to account and the needs of adult and child survivors are centred
- **Support**
 - We provide leadership and guidance to our members and the wider sector and create opportunities for networking, mutual support and shared learning
 - We provide training and workforce development to help both specialist and frontline services and individuals to develop their skills and expertise
 - We set standards for, and accredit, specialist responses to domestic abuse, both for perpetrators and male victims, to ensure that this work is safe, effective and accountable
 - We deliver the Respect Phoneline for perpetrators and the Men's Advice Line for male victims of domestic abuse
- **Innovation**
 - We work with partners to develop and test innovative new responses to domestic abuse and support their delivery and scale up, including: Make a Change, Change that Lasts Wales, Drive, Safe and Together
 - We work closely with research partners to develop the evidence base which underpins our standards/accreditation, captures the learning from new developments, and disseminates and promotes good practice.

Achievements and performance

We continue to be very proud of the difference we have made over the last 23 years, tirelessly ensuring that perpetrators are held to account; putting survivors at the heart of our work; driving developments in practice; changing systems to ensure they are fit for purpose; influencing government to improve statutory responses and increase political will for change; and working to bring about social change so that our whole society strives to end domestic abuse.

Respect continues on our trajectory of growth. In the last five years we have quadrupled in size and in 22/23 we sustained our position. Our growth has been driven by our influence work that has put perpetrator work 'on the map', and the quality of the work we deliver. The increased funding to our sector has been a benefit for us as an organisation and also for our members who have had access to increased funds to support their work. That said, the current funding levels do not match the scale of the problem of domestic abuse. 22/23 saw us embark on developing a new five year strategy; a process that involved extensive consultation with our team, our members, partners and stakeholders. We will be launching this in 23/24.

For Full details of all our projects and activities please see our Impact report available [here](#).

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Our project highlights:

- **Helplines:** Our helplines continue to see high levels of demand. In 22/23 the Men's Advice Line received 33,431 calls and the Respect Phoneline 7,153 calls.
- **Safe and Together:** is now delivered by two partnerships across 11 London boroughs, in 22/23 over 1,800 professionals trained to deliver the programme and over 1,000 practice consultations were offered to social workers.
- **Drive:** (a partnership between Respect, Safe Lives and Social Finance) in 22/23, 1,149 service users were accepted, measures were put in place to protect 1,255 victims and 2,492 associated children/young people. Over 1,300 frontline professionals and 200 domestic abuse practitioners were trained as part of our workforce development training programme. The team continues to work on national systems change, focusing on looking at Children's Social Care, Housing, the needs of LGBT+ communities and those from Black and minoritised communities.
- **Make a Change:** (a partnership with Women's Aid Federation England) is working in five sites, has trained 410 professionals. 83 people participated in the MAC behaviour change programme, up 20% from last year and, 111 survivors were supported, an increase of 25% from last year.
- **CLEAR** (Change that Lasts Early Response; a partnership with Welsh Women's Aid): saw a 145% increase in referrals, many coming from children's services and a 38% increase in survivors seeking support. 1,167 professionals were trained in CLEAR and the broader suite of perpetrator interventions available in South Wales.
- **Respect Young People's Service:** in 22/23 RYPP was delivered in five police districts and in 14 local authorities by 14 voluntary and community organisations. 201 frontline professionals were trained to deliver the RYPP.
- **Training:** the team trained 368 professionals, launched 6 new courses have CPD accredited an additional course and offered 8 practice development days with Respect accredited services.
- **Accreditation:** launched the fourth edition of the Respect Standard, hosted 12 accredited members forum, accredited 5 new services, reaccruited two and offered webinars to support those undergoing accreditation.
- **Research:** Reprovide (with the University of Bristol) is testing the effectiveness of a group work intervention for those who perpetrate domestic abuse via a randomised control trial.

We are a member of the Board for the Working With Perpetrators European Network and continue to be a member of the London VAWG Consortium.

Our Influence team continues to gain momentum, developing relationships with key influencers and pushing for much-needed change. Our partnerships remain key to this work, and we continue to work with colleagues and organisations from across the domestic abuse sector. We have worked relentlessly to improve policy and process on a government and local level. In 22/23, following two years of pandemic-related delays, we were finally able to meet with colleagues and friends to celebrate our 20th birthday, reflect on Respect's contribution to the perpetrator sector, and shift our gaze to our research, policy and practice goals for the future.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Looking internally, we are continuing to improve and develop our policies, systems and structures to meet the needs of a larger organisation. Until around two years ago, our work around Equity Diversity and Inclusion had largely focused on improving the diversity of our team. Since then, we have asked ourselves some difficult questions and have had challenging conversations. Whilst our work to build a diverse staff team is still a key commitment for us, we are now including a focus on belonging, alongside our more practical actions. We are defining our culture and changing many of our processes to help us understand people's experiences of working at Respect, as well as creating opportunities for staff to have conversations with peers and managers about EDI and their experiences. Our staff EDI steering group continues and has supported us to launch our new EDI policy.

Looking ahead there is much to be excited for. As we enter 23/24, we will build on our position as the go-to organisation on the perpetration of domestic abuse, leading to increased innovation, research and data, thought leadership, development and the provision of high-quality perpetrator responses consistently across the UK. We will expand our Influence function and build an ambitious programme to push for radical change in policy-making, commissioning and the funding of specialist and statutory services. Without the right policies, approaches and funding, we cannot implement the best responses to domestic abuse.

We will be launching our new 5 year strategy, our projects are going from strength to strength and we have ambitious plans to continue to support our members and the wider sector in our mission to end domestic abuse.

Financial review

Respect remains in a strong financial position.

Total income for the year was £3,315,693 (2022 £3,622,810) made up of £647,024 unrestricted (2022 £1,034,639) and £2,668,669 restricted (2022 £2,588,171). Total expenditure for the year was £3,577,312 (2022 £3,412,618) made up of £842,388 unrestricted (2022 £711,799) and £2,734,924 restricted (2022 £2,700,819). This means that there was a deficit of income over expenditure of £261,619 (2022 surplus of £210,192). This breaks down to a deficit of £216,309 for unrestricted funds and a deficit of £45,310 for restricted funds.

Total income decreased by 8.5% from the previous year. This was due to a reduction in some unrestricted funding sources that had been increased the previous year as a one-off response to Covid and a reduction in Home Office unrestricted funding for training. Restricted income increased by £80k in total across multiple projects.

Total expenditure increased by 4.8% from the previous year. The increase in unrestricted spend was due to the appointment of a Head of Influence and a Deputy CEO to increase our strategic and influencing capacity. There was also a discretionary one-off increase in salary costs due to the cost of living crisis. There was a small increase of £30k in restricted spend.

The deficit on unrestricted funds is due to this planned expenditure funded by reserves. Respect will be making additional efforts in the next financial year and beyond to ensure this is sustainable.

The deficit on restricted funds is predominantly due to timing differences across years.

Key financial issues for 2023/24 and beyond include:

- Diversification of our unrestricted and restricted funding across multiple sources to access additional income opportunities and to ensure that we are not overly reliant on one type of income source.
- Continuing development of our financial systems and processes to fit with the expansion of services.

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

Our cash position decreased by 38%. Cash position in 2022 was unusually high (2022 £710,802) due to the high level of COVID-related unrestricted funds. 2023 saw us close with £459,810 cash in bank.

Respect's reserve policy is to hold reserves at a minimum of three months of unrestricted expenditure for the year. This amount excludes restricted funds and designated funds. As at 31 March 2023 this would amount to a reserve requirement of £209,352. At the year end, free reserves amounted to £552,162. This equates to 10 months operating costs.

The management of creditors and debtors is a priority area for us. In 2023 our total debtors was £773,968 (2022 £1,190,034). The majority of our debtors for 2023 (£597,444 of a total of £773,968) relates to grant funders who make payments in arrears. These funders all paid in Q1 2023/2024. Our creditor position has also improved: total creditors were £635,184 (2022 £1,022,457). Of this, £449,230 of £635,184 was due to accruals and deferred income. Deferred income is where we defer into the next year to deliver on multi-year projects of which many contracts are paid for up front.

Our support costs for 22/23 are £554,147 (2022 £649,266) and these relate to the salary costs for our support staff (i.e. finance and operations) our Influence and CEO roles, and our central core costs which include website, rent, rates, welfare, HR support, insurance, travel, and IT. Currently, 78% of our total income is spent on staffing costs; in 2022 this was 61%.

The transfer between funds (shown on page 16) of £20,945, (2022 £55,813) is due to an overspend on the Helplines during the financial year. During previous years the Helplines funding increased to respond to the challenges of Covid. In 22/23 it returned to previous levels with a small uplift from the funder. The uplift was not enough to cover the increased costs associated with the levels of demand on the service. We had to use some of our reserves to cover this gap. In 23/24 the budget is set to break even and we do not anticipate an ongoing draw from our reserves to support the Helplines.

Trustees' responsibilities statement

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity

Respect Project
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Director's Report) *(continued)*
Year ended 31 March 2023

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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

12 Dec 2023



Sarah Mullen - Chair
Trustee

Respect Project
Company Limited by Guarantee
Independent Auditor's Report to the Members of Respect Project
Year ended 31 March 2023

Opinion

We have audited the financial statements of Respect Project (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, 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 FRS 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 charity's affairs as at 31 March 2023 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;
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2023

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. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions from the requirement to prepare a strategic report.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2023

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors 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 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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of actual or suspected non-compliance.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2023

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Respect Project

Company Limited by Guarantee

Independent Auditor's Report to the Members of Respect Project *(continued)*

Year ended 31 March 2023

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of
Walter Hunter & Co Limited
Chartered accountants & statutory auditor
24 Bridge Street
Newport
South Wales
NP20 4SF

12 Dec 2023

Respect Project
Company Limited by Guarantee
Statement of Financial Activities
(including income and expenditure account)
Year ended 31 March 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	39,396	—	39,396	61,078
Charitable activities	6	606,693	2,668,669	3,275,362	3,561,720
Investment income	7	935	—	935	12
Total income		<u>647,024</u>	<u>2,668,669</u>	<u>3,315,693</u>	<u>3,622,810</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	—	—	—	1,300
Expenditure on charitable activities	9,10	842,388	2,734,924	3,577,312	3,411,318
Total expenditure		<u>842,388</u>	<u>2,734,924</u>	<u>3,577,312</u>	<u>3,412,618</u>
Net (expenditure)/Income		<u>(195,364)</u>	<u>(66,255)</u>	<u>(261,619)</u>	<u>210,192</u>
Transfers between funds		(20,945)	20,945	—	—
Net movement in funds		<u>(216,309)</u>	<u>(45,310)</u>	<u>(261,619)</u>	<u>210,192</u>
Reconciliation of funds					
Total funds brought forward		768,471	109,909	878,380	668,188
Total funds carried forward		<u>552,162</u>	<u>64,599</u>	<u>616,761</u>	<u>878,380</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 19 to 34 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Financial Position
31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible fixed assets	16	18,167	1
Current assets			
Debtors	17	773,968	1,190,034
Cash at bank and in hand		459,810	710,802
		<u>1,233,778</u>	<u>1,900,836</u>
Creditors: amounts falling due within one year	18	635,184	1,022,457
Net current assets		<u>598,594</u>	<u>878,379</u>
Total assets less current liabilities		<u>616,761</u>	<u>878,380</u>
Net assets		<u>616,761</u>	<u>878,380</u>
Funds of the charity			
Restricted funds		64,599	109,909
Unrestricted funds		552,162	768,471
Total charity funds	21	<u>616,761</u>	<u>878,380</u>

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

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

12 Dec 2023

Sarah Mullen - Chair
Trustee



The notes on pages 19 to 34 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Statement of Cash Flows
Year ended 31 March 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net (expenditure)/income	(261,619)	210,192
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	6,058	824
Other interest receivable and similar income	(935)	(12)
Accrued (income)/expenses	(8,119)	158,866
<i>Changes in:</i>		
Trade and other debtors	421,066	(701,820)
Trade and other creditors	(384,154)	183,171
Cash generated from operations	(227,703)	(148,779)
Interest received	935	12
Net cash used in operating activities	(226,768)	(148,767)
Cash flows from investing activities		
Purchase of tangible assets	(24,224)	—
Net cash used in investing activities	(24,224)	—
Net decrease in cash and cash equivalents	(250,992)	(148,767)
Cash and cash equivalents at beginning of year	710,802	859,569
Cash and cash equivalents at end of year	459,810	710,802

The notes on pages 19 to 34 form part of these financial statements.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements
Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Respect, 200a Pentonville Road, London, England, N1 9JP.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the currency of the entity, rounded to the nearest pound.

Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Respect Project can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

3. Accounting policies *(continued)*
Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Office equipment	- 25% p.a. straight line
Computer equipment	- 33% p.a. straight line
Other fixed assets	- 33% p.a. straight line

Full year depreciation is charged to the additions during the year. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 111 members of the company.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations	39,396	—	39,396
	<u>39,396</u>	<u>—</u>	<u>39,396</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2023

5. Donations and legacies (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations	61,078	—	61,078
	<u>61,078</u>	<u>—</u>	<u>61,078</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Accreditation Fees	51,722	—	51,722
Consultancy and Other Fees	17,554	—	17,554
Department of Justice Northern Ireland	—	6,000	6,000
Esmee Fairbairn Foundation	90,000	—	90,000
Fidelity International	3,000	—	3,000
Home Office	—	350,000	350,000
Home Office: Domestic Abuse Perpetrator Standards	—	8,000	8,000
London Councils via Refuge	—	11,617	11,617
London Councils via Women's Resource Centre - Ascent	—	24,585	24,585
London Safe and Together - Match funding from councils	—	93,000	93,000
Make a Change	—	—	—
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	—	449,482	449,482
Membership Subscriptions	47,648	—	47,648
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	6,500	—	6,500
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	14,508	14,508
Police and Crime Commissioner for Durham (RYPS)	—	143,281	143,281
Police and Crime Commissioner for Lincolnshire (MAC)	—	111,412	111,412
Scottish Government	—	35,238	35,238
Scottish Government Via Scottish Women's Aid	—	30,085	30,085
South London and Maudsley NHS	11,332	—	11,332
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	—	41,764	41,764
The London Community Foundation	—	—	—
The National Lottery Community Fund (MAC)	—	684,535	684,535
The National Lottery Community Fund via Safe Lives (Drive)	—	665,162	665,162
Training Courses	378,937	—	378,937
	<u>606,693</u>	<u>2,668,669</u>	<u>3,275,362</u>

Respect Project

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Accreditation Fees	52,353	—	52,353
Consultancy and Other Fees	10,988	1,210	12,198
Department of Justice Northern Ireland	—	6,000	6,000
Esmee Fairbairn Foundation	50,000	—	50,000
Fidelity International	—	—	—
Home Office	—	481,784	481,784
Home Office: Domestic Abuse Perpetrator Standards	—	—	—
London Councils via Refuge	6,094	37,403	43,497
London Councils via Women's Resource Centre: Ascent	—	10,000	10,000
London Safe and Together - Match funding from councils	—	—	—
Make a Change	8,983	—	8,983
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	—	458,910	458,910
Membership Subscriptions	35,905	—	35,905
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	6,500	—	6,500
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	—	—
Police and Crime Commissioner for Durham (RYPS)	—	—	—
Police and Crime Commissioner for Lincolnshire (MAC)	—	111,412	111,412
Scottish Government	—	31,472	31,472
Scottish Government Via Scottish Women's Aid	—	29,351	29,351
South London and Maudsley NHS	23,875	—	23,875
South Wales Police Crime Commissioner via Welsh Women's Aid (Change That Lasts)	—	124,472	124,472
The London Community Foundation	—	61,048	61,048
The National Lottery Community Fund (MAC)	23,693	607,346	631,039
The National Lottery Community Fund via Safe Lives (Drive)	28,050	627,763	655,813
Training Courses	727,108	—	727,108
	<u>973,549</u>	<u>2,588,171</u>	<u>3,561,720</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

7. Investment income

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Bank interest	935	935	12	12

8. Costs of raising donations and legacies

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Costs of raising donations	—	—	1,300	1,300

9. Expenditure on charitable activities by fund type

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Department of Justice Northern Ireland	—	6,000	6,000
Helplines - Respect Phonelines	—	20,356	20,356
Home Office: Domestic Abuse Perpetrator Standards	—	8,000	8,000
Home Office	—	329,519	329,519
London Councils via Refuge	—	20,883	20,883
London Councils via Women's Resource Centre: Ascent	—	11,616	11,616
London Safe & Together Partnership	—	—	—
Match Funding from Councils: London Safe and Together	—	79,050	79,050
Mayor and Burgesses of The London Borough of Waltham	—	409,336	409,336
Forest - Home Office: Safe and Together	—	639,082	639,082
National Lottery Community Fund (MAC)	—	12,332	12,332
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	86,625	86,625
Police and Crime Commissioner for Durham (RYPS)	—	94,700	94,700
Police and Crime Commissioner for Lincolnshire (MAC)	—	28,190	28,190
Scottish Government	—	24,068	24,068
Scottish Government Via Scottish Women's Aid	—	66,883	66,883
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	—	—	—
The London Community Foundation	—	618,660	618,660
The National Lottery Community Fund via Safe Lives (Drive)	—	—	—
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	567,865	—	567,865
Support costs	274,523	279,624	554,147
	<u>842,388</u>	<u>2,734,924</u>	<u>3,577,312</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2023

9. Expenditure on charitable activities by fund type
(continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Department of Justice Northern Ireland	—	4,400	4,400
Helplines - Respect Phonelines	—	42,784	42,784
Home Office: Domestic Abuse Perpetrator Standards	—	—	—
Home Office	—	434,536	434,536
London Councils via Refuge	—	35,317	35,317
London Councils via Women's Resource Centre: Ascent	—	5,923	5,923
London Safe & Together Partnership	—	7,630	7,630
Match Funding from Councils: London Safe and Together	—	—	—
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	—	281,300	281,300
National Lottery Community Fund (MAC)	—	650,667	650,667
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	—	—
Police and Crime Commissioner for Durham (RYPS)	—	—	—
Police and Crime Commissioner for Lincolnshire (MAC)	—	111,412	111,412
Scottish Government	—	21,667	21,667
Scottish Government Via Scottish Women's Aid	—	18,327	18,327
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	—	111,145	111,145
The London Community Foundation	—	31,146	31,146
The National Lottery Community Fund via Safe Lives (Drive)	—	482,536	482,536
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	523,262	—	523,262
Support costs	187,237	462,029	649,266
	<u>710,499</u>	<u>2,700,819</u>	<u>3,411,318</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Grant funding of activities £	Support costs £	Total funds 2023 £	Total fund 2022 £
Department of Justice Northern Ireland	6,000	—	—	6,000	5,178
Helplines - Respect Phonelines	20,356	—	589	20,945	44,860
Home Office: Domestic Abuse Perpetrator Standards	8,000	—	—	8,000	—
Home Office	329,519	—	20,481	350,000	535,615
London Councils via Refuge	20,883	—	2,822	23,705	38,284
London Councils via Women's Resource Centre - Ascent	11,616	—	—	11,616	7,339
London Safe & Together Partnership	—	—	—	—	7,630
Match Funding from Councils: London Safe and Together	79,050	—	13,950	93,000	—
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	409,336	—	48,008	457,344	456,621
National Lottery Community Fund (MAC)	277,798	361,284	45,452	684,534	667,884
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	12,332	—	2,176	14,508	—
Police and Crime Commissioner for Durham (RYPS)	86,625	—	15,287	101,912	—
Police and Crime Commissioner for Lincolnshire (MAC)	—	94,700	16,712	111,412	111,412
Scottish Government	28,190	—	7,048	35,238	25,446
Scottish Government Via Scottish Women's Aid	24,068	—	6,017	30,085	21,621
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	66,883	—	9,488	76,371	125,123
The London Community Foundation	—	—	—	—	37,554
The National Lottery Community Fund via Safe Lives (Drive)	618,660	—	91,594	710,254	616,252
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	567,865	—	274,523	842,388	710,499
	<u>2,567,181</u>	<u>455,984</u>	<u>554,147</u>	<u>3,577,312</u>	<u>3,411,318</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

11. Analysis of support costs

	Core overhead allocation 2023 £
Helplines - Respect Phonelines	589
Home Office	20,481
London Councils via Refuge	2,822
Match Funding from Councils: London Safe and Together	13,950
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	48,008
National Lottery Community Fund (MAC)	45,452
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPs)	2,176
Police and Crime Commissioner for Durham (RYPs)	15,287
Police and Crime Commissioner for Lincolnshire (MAC)	16,712
Scottish Government	7,048
Scottish Government Via Scottish Women's Aid	6,017
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	9,488
The National Lottery Community Fund via Safe Lives (Drive)	91,594
Training, Accreditation, Respect Young Peoples Services and Membership expenditure	274,523
	<u>554,147</u>
Total support costs 2022	<u>649,266</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2023

12. Analysis of grants

	2023 £	2022 £
Grants to institutions		
Grants from National Lottery Community Fund - Make A Change	361,284	357,294
Grants from Lincolnshire Police - Make A Change	94,700	94,000
Total grants	<u>455,984</u>	<u>451,294</u>

13. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2023 £	2022 £
Depreciation of tangible fixed assets	6,058	824
Audit Fee	<u>4,416</u>	<u>6,468</u>

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023 £	2022 £
Wages and salaries	2,062,439	1,623,401
Social security costs	229,721	168,868
Employer contributions to pension plans	114,347	90,419
Other employee benefits	175,818	315,664
	<u>2,582,325</u>	<u>2,198,352</u>

The average head count of employees during the year was 54 (2022: 49). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Number of staff	<u>45</u>	<u>41</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2023 No.	2022 No.
£60,000 to £69,999	<u>1</u>	<u>—</u>

Key Management Personnel

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 8 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £428,480 (2022: £326,643).

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2023

15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022: nil).

During the year there were expenses of £576 reimbursed to three trustees (2022: nil).

16. Tangible fixed assets

	Office Equipment £	Computer Equipment £	Other Fixed Assets £	Total £
Cost				
At 1 April 2022	11,773	10,718	4,727	27,218
Additions	—	11,986	12,238	24,224
At 31 March 2023	11,773	22,704	16,965	51,442
Depreciation				
At 1 April 2022	11,773	10,717	4,727	27,217
Charge for the year	—	2,998	3,060	6,058
At 31 March 2023	11,773	13,715	7,787	33,275
Carrying amount				
At 31 March 2023	—	8,989	9,178	18,167
At 31 March 2022	—	1	—	1

17. Debtors

	2023 £	2022 £
Trade debtors	167,874	142,503
Prepayments and accrued income	8,500	2,714
Grant debtors	597,444	1,044,156
Other debtors	150	661
	773,968	1,190,034

18. Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	148,142	463,189
Accruals and deferred income	449,230	467,104
Social security and other taxes	—	4,593
VAT creditor	37,812	76,216
Other creditors	—	11,355
	635,184	1,022,457

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

19. Deferred income

	2023	2022
	£	£
At 1 April 2022	308,238	424,481
Amount released to income	(308,238)	(424,481)
Amount deferred in year	293,483	308,238
At 31 March 2023	293,483	308,238

20. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £114,347 (2022: £90,419).

21. Analysis of charitable funds

Unrestricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
General funds	747,747	647,024	(821,664)	(20,945)	552,162
Accreditation Fund					
Project Drive	20,724	—	(20,724)	—	—
Fixed Assets	—	—	—	—	—
	<u>768,471</u>	<u>647,024</u>	<u>(842,388)</u>	<u>(20,945)</u>	<u>552,162</u>

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
General funds	464,484	976,060	(635,962)	(56,835)	747,747
Accreditation Fund					
Project Drive	37,158	58,579	(75,013)	—	20,724
Fixed Assets	824	—	(824)	—	—
	<u>502,466</u>	<u>1,034,639</u>	<u>(711,799)</u>	<u>(56,835)</u>	<u>768,471</u>

Respect Project

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

21. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£	£	£
Department of Justice Northern Ireland	—	6,000	(6,000)	—	—
Helplines - Respect Phoneline	—	—	(20,945)	20,945	—
Home Office	—	350,000	(350,000)	—	—
Home Office: Domestic Abuse Perpetrator Standards	—	8,000	(8,000)	—	—
Lloyds Bank Foundation	1,968	—	—	(1,968)	—
London Councils via Refuge	1	11,617	(11,618)	—	—
London Councils via Women's Resource Centre - Ascent	—	24,585	(23,703)	—	882
London Safe and Together - Match funding from Councils	—	93,000	(93,000)	—	—
London Safe and Together Partnership	—	—	—	—	—
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	25,514	449,482	(457,344)	—	17,652
National Lottery Community Fund (MAC)	3,719	684,535	(684,534)	—	3,720
Other Grants	—	—	—	—	—
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	14,508	(14,508)	—	—
Police and Crime Commissioner for Durham (RYPS)	—	143,281	(101,912)	—	41,369
Police and Crime Commissioner for Lincolnshire (MAC)	—	111,412	(111,412)	—	—
Scottish Government	—	35,238	(35,238)	—	—
Scottish Government Via Scottish Women's Aid	—	30,085	(30,085)	—	—
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	35,867	41,764	(76,371)	—	1,260
The London Community Foundation	—	—	—	—	—
The National Lottery Community Fund via Safe Lives (Drive)	42,840	665,162	(710,254)	1,968	(284)
	<u>109,909</u>	<u>2,668,669</u>	<u>(2,734,924)</u>	<u>20,945</u>	<u>64,599</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements (continued)
Year ended 31 March 2023

21. Analysis of charitable funds (continued)

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
Department of Justice Northern Ireland	—	6,000	(5,178)	(822)	—
Helplines - Respect Phoneline	795	—	(44,860)	44,065	—
Home Office	—	481,784	(535,615)	53,831	—
Home Office: Domestic Abuse Perpetrator Standards	—	—	—	—	—
Lloyds Bank Foundation	1,968	—	—	—	1,968
London Councils via Refuge	1	37,403	(38,284)	881	1
London Councils via Women's Resource Centre - Ascent	—	10,000	(7,339)	(2,661)	—
London Safe and Together - Match funding from Councils	—	—	—	—	—
London Safe and Together Partnership	—	—	(7,630)	7,630	—
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	14,094	458,910	(456,621)	9,131	25,514
National Lottery Community Fund (MAC)	64,257	607,346	(667,884)	—	3,719
Other Grants	—	1,210	—	(1,210)	—
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	—	—	—	—	—
Police and Crime Commissioner for Durham (RYPS)	—	—	—	—	—
Police and Crime Commissioner for Lincolnshire (MAC)	—	111,412	(111,412)	—	—
Scottish Government	—	31,472	(25,446)	(6,026)	—
Scottish Government Via Scottish Women's Aid	—	29,351	(21,621)	(7,730)	—
South Wales Police Crime Commissioner via Welsh Women's Aid (Change that Lasts)	36,518	124,472	(125,123)	—	35,867
The London Community Foundation	—	61,048	(37,554)	(23,494)	—
The National Lottery Community Fund via Safe Lives (Drive)	48,089	627,763	(616,252)	(16,760)	42,840
	<u>165,722</u>	<u>2,588,171</u>	<u>(2,700,819)</u>	<u>56,835</u>	<u>109,909</u>

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

21. Analysis of charitable funds *(continued)*

The Respect phoneline offers help for domestic abuse perpetrators who want to change, we give confidential advice & support to help the perpetrators stop being abusive

Safe & Together

Safe & Together is a recognised suite of tools and interventions designed to help child welfare professionals improve their awareness and understanding of domestic abuse.

The Drive project is an innovative domestic abuse intervention that aims to reduce the number of child and adult victims by disrupting and changing perpetrator behaviour.

Make a Change is a community-wide, early response to people who are concerned that they are using abuse in their intimate and/or previously intimate relationships.

CLEAR (Change that lasts early response) train and work with professionals regarding perpetrator interventions in South Wales

The Respect Young People's Service supports professionals to respond effectively to young people's use of violence and abuse in family and intimate relationships.

Respect training is aimed at frontline workers, service managers, commissioners, funders, policy workers and researchers. This programme is aligned with the core strands of work: perpetrators of domestic abuse, male victims and young people's violence in close relationships.

Respect accreditation is a quality assurance certification offered for two types of services: those working with perpetrators and those working with male victims.

REPROVIDE is a research programme funded by the UK National Institute for Health Research (NIHR) investigating the effectiveness of the group programme intervention on reducing men's abusive behaviour against women.

Respect Project
Company Limited by Guarantee
Notes to the Financial Statements *(continued)*
Year ended 31 March 2023

22. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Tangible fixed assets	18,167	–	18,167
Net Current assets	533,995	64,599	598,594
Net assets	552,162	64,599	616,761

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	1	–	1
Net Current Assets	768,470	109,909	878,379
Net assets	768,471	109,909	878,380

23. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	710,802	(250,992)	459,810

24. Limitation of auditors liability

By way of a members' resolution dated 18 October 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

25. Related parties

There were no related party transactions incurred during the year other than those detailed in note 15.

RESPECT

England & Wales - Charity number 1141636

Accounts

Respect

RESPECT PROJECT (KNOWN AS "RESPECT")

**(Company limited by guarantee no. 07582438
registered charity no. 1141636)**

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022



REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2022

CONTENTS

	Page
Legal and administrative information	1
Trustees' report	2
Independent auditor's report	9
Statement of financial activities	12
Balance sheet	13
Cash flow statement	14
Notes to the financial statements	15

REFERENCE AND ADMINISTRATIVE DETAILS



For the year ended 31 March 2022

Patron Dame Vera Baird QC

Officers of the Board of Trustees

Chair of Trustees Sarah Mullen

Vice Chair Diane Scott

Treasurer Rachel Morrison

Trustees

Leyly Bogue

Millie Brown

Samantha Darby

Amra Dautovic

Talia Kensit

James Rowlands (sabbatical from Sept 2021)

Kevin Steele (appointed January 2022)

Michael Collins (appointed January 2022)

David Gadd (appointed January 2022)

Hilary McCollum (appointed January 2022)

Sope Otulana

Helen Bonnick (resigned Oct 2021)

Chief Executive Officer Jo Todd

Board Secretary Victoria Cousins (Operations Director)

Company reg. no. 07582438

Charity reg. no. 1141636

Registered office: HubHub,
20 Farringdon Street,
London, EC4A 4AB.

Auditors Knox Cropper LLP
65 Leadenhall Street
London, EC3A 2AD

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill, West Malling Kent, ME19 4JQ	Barclays Bank Plc 75 King Street Hammersmith London, WE 9HY
---------	--	--

TRUSTEES' REPORT

For the year ended 31 March 2022



The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2022. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage of the exemptions available to smaller entities.

Objectives and activities

Respect is a pioneering UK membership organisation in the domestic abuse sector. Our vision is to end domestic abuse. It's a simple ask and a daunting task. We know it will take generations of hard work to get there. In the meantime, we want to live in a world where domestic abuse is not tolerated, where perpetrators are held to account and survivors' safety and wellbeing is centred.

We know that we cannot achieve our vision on our own. The scale of the problem is just too big and complex for one organisation alone to solve. It requires coordinated action across society, with everyone – specialist service providers, statutory agencies, policy makers, funders and commissioners, community groups and many others – working together.

We have chosen to focus on 3 key strands of work, so that:

- Perpetrators of domestic abuse: are held accountable, offered the chance to change, and stopped from causing further harm
- Young people who cause harm to family members/carers or in their intimate relationships: are offered responses that recognises both their vulnerability and the risk they pose
- Male victims of domestic abuse: are supported to escape and recover from the abuse they have experienced through a range of responses designed to meet their needs

Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. We provide a range of identifiable benefits to the public or a section of the public through the following activities:

Influence

- We use our expertise, and that of our members, to help shape thinking and to influence policy, practice and legislation



- We advocate for strategic, well-funded, cross-government, multi-agency responses to domestic abuse which ensure that perpetrators are held to account and the needs of adult and child survivors are centred

Support

- We provide leadership and guidance to our members and the wider sector and create opportunities for networking, mutual support and shared learning
- We provide training and workforce development to help both specialist and frontline services and individuals to develop their skills and expertise
- We set standards for, and accredit, specialist responses to domestic abuse, both for perpetrators and male victims, to ensure that this work is safe, effective and accountable
- We deliver the Respect Phoneline for perpetrators and the Men’s Advice Line for male victims of domestic abuse

Innovation

- We work with partners to develop and test innovative new responses to domestic abuse and support their delivery and scale up, including: Make a Change, Change that Lasts Wales, Drive, Safe and Together
- We work closely with research partners to develop the evidence base which underpins our standards/accreditation, captures the learning from new developments, and disseminates and promotes good practice

Achievements and performance

For Full details of all of our projects and activities please see our Impact report available [here](#):

Respect has grown significantly and has made excellent progress in meeting its mission in the last four years, and in 2021/22 this progress did not slow down. We achieved this continued growth through the success of our influence work, the further development of support services and the expansion in the number and breadth of our projects.

We are exceptionally proud of the work we have done with our partners to call on the government to increase the focus on perpetrators of Domestic Abuse. Both the Tackling Violence Against Women and Girls Strategy¹ and the Tackling Domestic Abuse Plan² include an increased focus on prevention, perpetrator interventions and the improvements needed to bring perpetrators to justice. Crucially, funding has followed. We continue to work closely with our accredited members to ensure their voices are central in our work. The All Party Parliamentary Group on Perpetrators has continued to run and has been used to influence ministerial decision making.

Our projects continue to expand:

- Helplines: Our helplines continue to see high levels of demand and this has not reverted to pre-pandemic levels. For example, in 2021/22 the Men’s Advice Line received 32,891 calls and the Respect Phoneline 7385 calls.

¹ Tackling VAWG Plan: [here](#) Tackling Domestic Abuse Plan: [here](#)

² <https://www.gov.uk/government/publications/tackling-domestic-abuse-plan>



- Safe and Together: is now delivered by two partnerships across 11 London boroughs, over 1000 professionals trained to deliver the programme.
- Drive: (a partnership with Safe Lives and Social Finance) in 21/22, three new sites were launched – making a total of 13 sites, 1153 service users were accepted, measures were put in place to protect 1292 victims and 2489 associated children/young people. Over 2300 professionals were trained. The team continues to work on national systems change, focusing on looking at Children’s Social Care, Housing, the needs of LGBT+ communities and those from Black and minoritised communities.
- Make a Change: (a partnership with Women’s Aid Federation England) is working in four sites, has trained 300 professionals and is seeing impressive results in delivery with high rates of self-referral (46%) and impressive impact, for example, after completion of the programme 94% of participants said they could identify situations, thoughts and feelings that could lead to them becoming abusive.
- CLEAR (Change that Lasts Early Response; a partnership with Welsh Women’s Aid): as part of the Change that Lasts approach in Wales is delivering in three sites, is about to publish its full evaluation and continues to support local delivery of the CLEAR intervention.
- Respect Young People’s Service: continues to see increased demand and are now working in three new areas. 254 professionals were trained to deliver the Respect Young People’s Programme, 312 professionals were trained to respond to CAPVA and 90 youth workers were trained to respond to Teenage Relationship Abuse.

We continue to support our sector through training with a wide range of training courses available online and in person. We accredited 32 organisations against the Respect Standard with many more going through the process. In March 2022 we had 85 organisational and 65 individual members.

We continue to work alongside researchers. Reprovide (with the University of Bristol) is testing the effectiveness of a group work intervention for those who perpetrate domestic abuse via a randomised control trial. Advance (with Kings College London) is looking at theory and treatment approaches for males in substance misuse treatment who perpetrate intimate partner violence. We are a member of the Board for the Working With Perpetrators European Network and continue to be a member of the London VAWG Consortium.

Looking internally, we are continuing to improve and develop our policies, systems and structures to meet the needs of a larger organisation. We have developed new processes to support staff, especially as we are now remotely based, including adopting a new electronic HR system, YouManage. Our policies are being updated and we have turned a spotlight on how we make decisions and who we work with to ensure that our decision making is always transparent, ethical and in line with our values. We continue with our Equity, Diversity and Inclusion (EDI) work, with staff led groups actively working on Anti-Racism and Sex, Gender and Trans Inclusion and in 2022/23 these groups will become the EDI steering group to improve governance and ensure we take an intersectional approach to our work. With an upcoming new EDI policy we are looking to further improve, strengthen and embed this work throughout the organisation.

Financial review

Respect recorded a surplus of income over expenditure this year of £210,192 compared to a surplus of £456,222 in the previous year. This breaks down to a surplus of £322,840 for unrestricted funds

TRUSTEES’ REPORT

For the year ended 31 March 2022



and an in year deficit of £112,648 for restricted funds before transfers. Of this deficit, £55,813 is expenditure fully offset by balances brought forward and £56,835 has been managed by a transfer from unrestricted to restricted funds.

Total income increased by 30% to £3,622,810 reflecting a significant increase in grant funding by £304,477 and fee income by £527,973, including training and consultancy.

Total expenditure increased by 47% to £3,412,618 mainly due to an increase in activity during the year.

Key financial issues for 2022/23 and beyond include:

- Developing financial systems and processes that are fit for the expected continued growth in demand for our services and advice
- Fundraising to implement central services to most efficiently and effectively support the planned growth
- Developing new approaches for ensuring we retain a grip on our core costs and achieve an appropriate balance between support costs and the direct costs of our services

Debtors and Creditors balances as at end March 2022 have both increased significantly vs March 2021. In note 12, our grant debtors are shown as £1,044,456 as at 31st March 2022. This is due to payment in arrears of projects and which have subsequently been paid. In note 13, trade creditors are shown as £463,189 was made up of two large international payments that have subsequently been paid.

The transfer between funds of £55,813 is due to an overspend on the Helplines during the financial year. This is largely due to the increased costs to the service as a result of much higher number of callers than expected and increased salary costs. We are taking measures to minimise the likelihood of this happening going forward: we have reduced marketing costs, we are changing services provided by contractors and we are revisiting our funding model to ensure the costs of additional calls are fully covered and discussing ongoing funding with our funders.

Respect's reserve policy is to hold reserves to the value of ten percent of audited turnover, but such reserves to be limited to three months' core costs. As at 31 March 2022 ten percent of audited turnover amounts to a reserve requirement of £362,281. At the year end, free reserves amounted to £747,747. This amount excludes restricted funds and designated funds.

Structure, Governance and Management

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is elected at the Annual General Meeting. There are three officer posts — Chair, Vice Chair and Treasurer — and up to 12 other representatives

Trustees are bound by Respect's Articles of Association. They complete a register of interests and declare any conflicts of interest at each Board and subgroup meeting.

TRUSTEES’ REPORT

For the year ended 31 March 2022



The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board. There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group — oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group — oversight of public affairs, communications and fundraising
- Development Group — oversight of our services, development and research projects

We recruit Trustees using an open advertisement process across our networks; applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the private, public and voluntary sectors. We are working to increase the diversity of our board and this is reflected in our recruitment practices

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Finance and fundraising
- Communications and marketing
- Research and Evaluation
- Public Affairs and Campaigning

New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

The Board of Trustees regularly monitors risks to Respect, ensuring these are adequately managed.

The key risks we have identified in the coming year are:

- Responding to our growth: We have continued to grow, the sector we lead is growing too and there is increasing interest from government in perpetrator work. This creates greater demand for our work, bringing opportunities and enabling us to achieve our strategic aims, but also creating risks. We are using our place on the Pilotlight 360 charity support programme to explore this and help us to proactively manage growth and implement an organisational change programme.
- Gaps in capacity: We have some gaps in capacity which hold us back from being able to grow and develop sustainably, particularly with regard to senior oversight, fundraising and research. We will be resetting our priorities, increasing our fundraising activity and focusing

TRUSTEES’ REPORT

For the year ended 31 March 2022



our resources as smartly as possible to ensure all areas of business, including our capacity gaps, are fully financed.

- Financial management: We have now appointed a well-qualified Head of Finance, taking up the role from April 2022, to lead our financial oversight function and develop and implement more agile processes for budgeting, reporting and forecasting, to enable robust financial decision making.

Systems to monitor and mitigate risk:

The Senior Leadership Team identifies and discusses risks and ways to mitigate them at our monthly Senior Leadership Meeting. Risks are graded to assess short-term and long-term impact and for level of oversight and plans for mitigation are agreed and implemented. Trustees oversee progress against risk mitigation via our subgroups and review strategic risks at quarterly board meetings.

We have robust internal controls to ensure that we have management, performance and financial oversight and make use of independent third party experts to support us where needed.

We have continued to receive legal advice on a pro bono basis from Baker McKenzie and Field Fisher, both global firms of solicitors, who we would like to thank for their continued support.

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Office of the Police, Fire and Crime Commissioner North Yorkshire, Office of the Police and Crime Commissioner Durham, Office of the Police and Crime Commissioner Cambridgeshire, Home Office, The Scottish Government, Northern Ireland Dept. of Justice, London Councils, Scottish Government, National Lottery Community Fund, Esmée Fairbairn Trust, MOPAC, South London and Maudsley NHS Foundation Trust, University of Bristol, Office of the Police and Crime Commissioner South Wales, Office of the Police and Crime Commissioner Lincolnshire, Lincolnshire County Council, London Boroughs of: Waltham Forest, Hackney, Newham, Tower Hamlets, Redbridge, Camden, Westminster, Havering, Sutton, Croydon

Trustees' responsibilities statement

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

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 end 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:

TRUSTEES’ REPORT

For the year ended 31 March 2022



-
- select suitable accounting policies and then apply them consistently;
 - observe the methods and principles in the Charities SORP;
 - make judgments and accounting estimates that are reasonable and prudent;
 - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that were 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.

Disclosure of Information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- Each Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees on 6th December 2022 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'S Mullen', with a long horizontal flourish extending to the right.

Sarah Mullen

Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2022**

Opinion

We have audited the financial statements of Respect Project (known as "Respect") (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, 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 2022 and of 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2022**

(Continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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 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 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 auditors under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under 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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2022**

(Continued)

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 that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.
- We understand how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants, donations and training were properly identified and accurately disclosed, that expenditure complied with the control procedures and was appropriately charged. We also reviewed major journal adjustments along with unusual transactions and considered the identification and disclosure of related party transactions.

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 auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

12 December 2022

RESPECT PROJECT (KNOWN AS "RESPECT")

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) For the year ended 31 March 2022

	Note	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	2	61,078	-	61,078	29,682
Charitable activities	4	973,549	2,588,171	3,561,720	2,729,270
Investments	3	12	-	12	12
Other income	5	-	-	-	22,132
TOTAL		1,034,639	2,588,171	3,622,810	2,781,096
EXPENDITURE ON:					
Raising funds					
Costs of generating voluntary income		1,300	-	1,300	1,302
Charitable activities		710,499	2,700,819	3,411,318	2,323,572
TOTAL EXPENDITURE	6	711,799	2,700,819	3,412,618	2,324,874
Net income		322,840	(112,648)	210,192	456,222
Transfer between funds	14	(56,835)	56,835	-	-
NET MOVEMENT IN FUNDS		266,005	(55,813)	210,192	456,222
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 APRIL 2021		502,466	165,722	668,188	211,966
TOTAL FUNDS AT 31 MARCH 2022		£ 768,471	£ 109,909	£ 878,380	£ 668,188

All activities relate to continuing operations

RESPECT PROJECT (KNOWN AS "RESPECT")

Company limited by guarantee (registered company no. 07582438)

BALANCE SHEET**As at 31 March 2022**

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	11	<u>1</u>	<u>825</u>
		<u>1</u>	<u>825</u>
CURRENT ASSETS			
Debtors	12	1,190,034	488,214
Cash at bank and in hand		710,802	859,569
		<u>1,900,836</u>	<u>1,347,783</u>
CREDITORS: amounts falling due within one year	13	(1,022,457)	(680,420)
NET CURRENT ASSETS		<u>878,379</u>	<u>667,363</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		878,380	668,188
TOTAL NET ASSETS		<u>£ 878,380</u>	<u>£ 668,188</u>
FUNDS			
Unrestricted funds:			
Designated funds	14	20,724	37,982
General fund	14	<u>747,747</u>	<u>464,484</u>
		<u>768,471</u>	<u>502,466</u>
Restricted funds	14	109,909	165,722
		<u>£ 878,380</u>	<u>£ 668,188</u>

The financial statements have been prepared in accordance with the special provisions in Part 15 of the Companies Act 2006 relating to small companies and the Financial Reporting Standard 102.

The financial statements were approved, and authorised for issue, by the Board of Trustees on 6 December 2022 and signed on their behalf by:-



SARAH MULLEN, Trustee

The annexed notes form part of these financial statements

RESPECT PROJECT (KNOWN AS "RESPECT")

CASH FLOW STATEMENT

For the year ended 31 March 2022

	2022 £	2021 £	
Cash flows from operating activities			
Surplus for the financial year	210,192	456,222	
Adjustments for:			
Depreciation	824	822	
Increase in debtors	(701,820)	(155,957)	
Increase in creditors	342,037	414,480	
Investment income	(12)	(12)	
	<u>(148,779)</u>	<u>715,555</u>	
Cash flows from investing activities			
Purchase of tangible fixed assets	-	-	
Return on investment - interest receivable	12	12	
	<u>12</u>	<u>12</u>	
Net (decrease)/increase in cash and cash equivalents	<u>(148,767)</u>	<u>715,567</u>	
Cash and cash equivalents at 1 April 2021	859,569	144,002	
Cash and cash equivalents at 31 March 2022	<u>£ 710,802</u>	<u>£ 859,569</u>	
Components of cash and cash equivalents			
	At 1 April 2021	Cashflows	At 31 March 2022
Cash at bank and in hand	£ 859,569	£ (148,767)	£ 710,802

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Charities Act 2011. The presentational currency of the financial statements is Pound Sterling (£).

The Charity is dependent upon grant income and the Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

Company status

Respect Project (known as "Respect") is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

Incoming resources

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. All other incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Investment Income is recognised on an accruals basis.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Membership subscriptions are recognised evenly over the year the membership relates to.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Income tax recoverable in relation to investment income or Gift Aid donations is recognised at the time the relevant income is receivable.

Resources Expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, including governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities. Governance costs include the costs of servicing Trustees' meetings, audit and strategic planning.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office Equipment	-	4 years
Computer equipment	-	3 years
Other fixed assets	-	3 years

Full year depreciation is charged to the additions during the year. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Pensions

The charity is part of a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies, where applicable.

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Donations	61,078	-	61,078	29,682
	<u>£ 61,078</u>	<u>£ Nil</u>	<u>£ 61,078</u>	<u>£ 29,682</u>

Comparative donations and legacies

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Donations	29,682	-	29,682
	<u>£ 29,682</u>	<u>£ Nil</u>	<u>£ 29,682</u>

3. INVESTMENT INCOME

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Interest receivable from: Bank interest	12	-	12	12
	<u>£ 12</u>	<u>£ Nil</u>	<u>£ 12</u>	<u>£ 12</u>

Comparative investment income

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Interest receivable from: Bank interest	12	-	12
	<u>£ 12</u>	<u>£ Nil</u>	<u>£ 12</u>

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Grants for services	145,985	2,588,171	2,734,156	2,429,679
Fee income	827,564	-	827,564	299,591
	£ 973,549	£ 2,588,171	£ 3,561,720	£ 2,729,270

Analysis of the income by source

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Home Office	-	481,784	481,784	881,433
Northern Ireland Home Office	-	6,000	6,000	6,000
Scottish Government	-	31,472	31,472	42,301
Scottish Women's Aid	-	29,351	29,351	28,635
Ascent Helplines	-	10,000	10,000	10,000
London Councils	6,094	37,403	43,497	43,497
Esmee Fairbairn Trust	50,000	-	50,000	100,000
Make a change	8,983	111,412	120,395	111,412
Change that Lasts Wales	-	124,472	124,472	143,513
MOPAC	-	61,048	61,048	-
Project Drive	28,050	627,763	655,813	354,571
South London and Maudsley NHS	23,875	-	23,875	6,984
Northumbria Office	-	-	-	-
Domestic Abuse Intervention Service	-	458,910	458,910	47,077
Segelman Trust	-	-	-	-
National Lottery Community Fund	23,693	607,346	631,039	424,554
Comic Relief	-	-	-	65,246
NHS Bristol	6,500	-	6,500	6,500
City Bridge Trust	-	-	-	32,888
London Community Response Fund	-	-	-	24,513
Other grants	1,722	1,210	2,932	85,843
Fee income				
Membership subscriptions	35,905	-	35,905	25,340
Training courses	727,108	-	727,108	183,901
Events	-	-	-	-
Accreditation	52,353	-	52,353	11,562
Consultancy and other fees	9,266	-	9,266	93,500
	£ 973,549	£ 2,588,171	£ 3,561,720	£ 2,729,270

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Analysis of the income by charitable activities

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Providing High quality support and training	778,373	496,313	1,274,686	346,238
Managing accreditation of DV programs	52,353	-	52,353	11,562
Developing & running DV services	110,726	2,090,648	2,201,374	1,677,865
Research & Public Affairs	32,097	1,210	33,307	13,484
	<u>£ 973,549</u>	<u>£ 2,588,171</u>	<u>£ 3,561,720</u>	<u>£ 2,049,149</u>

Comparative income from charitable activities

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Grants for services	213,217	2,216,462	2,429,679
Fee income	299,591	-	299,591
	<u>£ 512,808</u>	<u>£ 2,216,462</u>	<u>£ 2,729,270</u>

Comparative analysis of the income by charitable activities

	£	£	£
Providing High quality support and training	396,246	171,257	567,503
Managing accreditation of DV programs	11,562	-	11,562
Developing & running DV services	105,000	1,966,475	2,071,475
Research & Public Affairs	-	78,730	78,730
	<u>£ 512,808</u>	<u>£ 2,216,462</u>	<u>£ 2,729,270</u>

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

Comparative analysis of the income by source

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
Grants for services			
Home Office	-	881,433	881,433
Northern Ireland Home Office	-	6,000	6,000
Scottish Government	-	42,301	42,301
Scottish Women's Aid	-	28,635	28,635
Ascent Helplines	-	10,000	10,000
London Councils	-	43,497	43,497
Esmée Fairbairn Trust	100,000	-	100,000
Make a change	-	111,412	111,412
Change that Lasts Wales	5,000	143,513	148,513
Lloyds Bank Foundation	-	-	-
Project Drive	-	354,571	354,571
South London and Maudsley NHS	-	6,984	6,984
Northumbria Office	-	-	-
Domestic Abuse Intervention Service	5,456	41,621	47,077
Segelman Trust	-	-	-
National Lottery Community Fund	60,457	364,097	424,554
Comic Relief	-	65,246	65,246
NHS Bristol	-	6,500	6,500
City Bridge Trust	-	32,888	32,888
London Community Response Fund	-	24,513	24,513
Other grants	32,592	53,251	85,843
Fee income	-	-	-
Membership subscriptions	25,340	-	25,340
Training courses	183,901	-	183,901
Events	-	-	-
Accreditation	11,562	-	11,562
Consultancy and other fees	88,500	-	88,500
	<u>£ 512,808</u>	<u>£ 2,216,462</u>	<u>£ 2,729,270</u>

5. OTHER INCOME

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Job retention scheme	-	-	-	22,132
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ 22,132</u>

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

6. RESOURCES EXPENDED

	Staff costs £	Other direct costs £	Support costs £	Total 2022 £	Total 2021 £
Cost of charitable activities					
Providing High quality support and training	760,954	221,503	310,159	1,292,616	419,835
Managing accreditation of DV programs	66,130	13,208	17,192	96,530	27,029
Developing & running DV services	956,160	732,874	320,039	2,009,073	1,831,962
Research & Public Affairs	7,796	3,500	1,803	13,099	44,746
Total charitable expenditure	1,791,040	971,085	649,193	3,411,318	2,323,572
Costs of generating voluntary income	1,226	-	74	1,300	1,302
	£ 1,792,266	£ 971,085	£ 649,267	£ 3,412,618	£ 2,324,874

RESOURCES EXPENDED IN 2021

	Staff costs £	Other direct costs £	Support costs £	Total 2021 £
Cost of charitable activities				
Providing High quality support and training	242,754	149,730	27,351	419,835
Managing accreditation of DV programs	17,654	8,069	1,306	27,029
Developing & running DV services	1,134,399	418,344	279,219	1,831,962
Research & Public Affairs	39,076	2,875	2,795	44,746
Total charitable expenditure	1,433,883	579,018	310,671	2,323,572
Costs of generating voluntary income	1,200	-	102	1,302
	£ 1,435,083	£ 579,018	£ 310,773	£ 2,324,874

Resources expended include:

	2022	2021
Auditors' remuneration:		
Audit fee for the year	6,468	5,400
Auditors' non-audit fee - Accounts preparation	1,380	1,250
Auditors' non-audit fee - VAT advice	1,250	2,200
Depreciation - on owned assets	824	822

Details of staff costs are given in Note 8. The staff costs shown in the note above are the directly attributable staff costs. The staff costs for the support activities are included in the support costs. Note 8 shows the total staff costs including costs allocated to support costs in this note.

Details of Support costs are given respectively in Notes 7.

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

7. SUPPORT COSTS

	Total 2022 £	Total 2021 £
Support staff costs	406,082	59,570
Administration costs	192,758	181,702
Premises & equipment costs	40,481	61,881
Legal and professional	3,196	2,220
Trustees & meeting expenses	282	-
Auditors' audit fee	6,468	5,400
	£ 649,267	£ 310,773

8. STAFF NUMBERS AND COSTS

	2022 £	2021 £
Wages and salaries	1,623,399	1,242,258
Social security costs	168,865	127,282
Pension costs	90,421	65,541
Cost of contracted staff	-	-
Staff related other costs	315,663	59,572
	£ 2,198,348	£ 1,494,653

	Number	Number
The average number of employees during the period was:	46.0	37.0

No employee received remuneration of more than £60,000.

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 6 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £326,643 (2021 - £359,926).

9. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2021 - £NIL).
No members of the Board of Trustees received reimbursement of expenses (2021 - £nil).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

10. Taxation

Respect Project (known as "Respect") is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by 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 to charitable purposes.

11. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer equipment £	Other fixed assets £	Total £
Cost				
At 1 April 2021 and 31 March 2022	11,773	10,718	4,727	27,218
Additions	-	-	-	-
At 31 March 2022	11,773	10,718	4,727	27,218
Depreciation				
At 1 April 2021	11,773	9,893	4,727	26,393
Charge for the year	-	824	-	824
At 31 March 2022	11,773	10,717	4,727	27,217
Net book value				
At 31 March 2022	£ Nil	£ 1	£ Nil	£ 1
At 1 April 2021 and 31 March 2022	£ Nil	£ 825	£ Nil	£ 825

12. DEBTORS

	2022 £	2021 £
Due within one year		
Trade debtors	142,503	88,232
Grant debtors	1,044,156	390,047
Prepayments	2,714	6,840
Other debtors	661	3,095
	£ 1,190,034	£ 488,214

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	463,189	103,915
Deferred income	308,238	424,481
Social security and other taxes	4,593	4,593
Other creditors	11,355	(2,649)
VAT creditors	76,216	96,347
Accruals	158,866	53,733
	<u>£ 1,022,457</u>	<u>£ 680,420</u>

	Charity		Charity		
	At 1 April 2021 £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	At 31 March 2022 £
DESIGNATED FUNDS					
Accreditation Fund					
Project Drive	37,158	58,579	(75,013)	-	20,724
Fixed Assets	824	-	(824)	-	-
	<u>£ 37,982</u>	<u>£ 58,579</u>	<u>£ (75,837)</u>	<u>£ Nil</u>	<u>£ 20,724</u>
RESTRICTED FUNDS					
Providing High quality support and training	14,095	702,285	(691,746)	880	25,514
Managing accreditation of DV programs	1,968	-	-	-	1,968
Developing & running DV services	149,659	1,885,886	(2,009,073)	55,955	82,427
Research & Public Affairs	-	-	-	-	-
	<u>£ 165,722</u>	<u>£ 2,588,171</u>	<u>£ (2,700,819)</u>	<u>£ 56,835</u>	<u>£ 109,909</u>
SUMMARY OF FUNDS					
Designated Funds	37,982	58,579	(75,837)	-	20,724
General Funds	464,484	976,060	(635,962)	(56,835)	747,747
	<u>502,466</u>	<u>1,034,639</u>	<u>(711,799)</u>	<u>(56,835)</u>	<u>768,471</u>
Restricted Funds	165,722	2,588,171	(2,700,819)	56,835	109,909
	<u>£ 668,188</u>	<u>£ 3,622,810</u>	<u>£ (3,412,618)</u>	<u>£ Nil</u>	<u>£ 878,380</u>

The **Fixed Asset Fund** represents resources tied up in fixed assets. The fund balance carried forward is equal to the net book value of the fixed assets at the year end.

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

<i>Comparative statement of funds</i>	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers and investment gains/(losses)</i>	<i>At 31 March 2021</i>
	£	£	£	£	£
DESIGNATED FUNDS					
Accreditation Fund					
Project Drive	37,158	-	-	-	37,158
Fixed Assets	1,646	-	(822)	-	824
	<u>£ 38,804</u>	<u>£ Nil</u>	<u>£ (822)</u>	<u>£ Nil</u>	<u>£ 37,982</u>
RESTRICTED FUNDS					
Providing High quality support and training	-	206,076	(191,981)	-	14,095
Managing accreditation of DV programs	1,968	-	-	-	1,968
Developing & running DV services	13,886	1,967,735	(1,831,962)	-	149,659
Research & Public Affairs	651	42,651	(43,302)	-	-
	<u>£ 16,505</u>	<u>£ 2,216,462</u>	<u>£ (2,067,245)</u>	<u>£ Nil</u>	<u>£ 165,722</u>
SUMMARY OF FUNDS					
Designated Funds	38,804	-	(822)	-	37,982
General Funds	156,657	564,634	(256,807)	-	464,484
	<u>195,461</u>	<u>564,634</u>	<u>(257,629)</u>	<u>-</u>	<u>502,466</u>
Restricted Funds	16,505	2,216,462	(2,067,245)	-	165,722
	<u>£ 211,966</u>	<u>£ 2,781,096</u>	<u>£ (2,324,874)</u>	<u>£ Nil</u>	<u>£ 668,188</u>

Providing high quality support and training – this work includes our membership support and training offered as well as our sector support.

Managing accreditation of DA programs – conducting assessments of services against the Respect Standard and awarding Accreditation to those who pass.

Developing & delivering DA services – developing innovative solutions to responding to those who use abuse, incorporating cutting edge research and best practice from our membership.

Research & Public Affairs – participating in research partnerships, facilitating the link between research and practice, as well as bridging the gaps between research, practice and policy. Influencing local and national policy.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	1	-	-	1
Net current assets	20,723	747,747	109,909	878,379
	<u>£ 20,724</u>	<u>£ 747,747</u>	<u>£ 109,909</u>	<u>£ 878,380</u>
<i>Comparative analysis of net assets between funds</i>				
	£	£	£	£
Tangible fixed assets	-	825	-	825
Net current assets	37,982	463,659	165,722	667,363
	<u>£ 37,982</u>	<u>£ 464,484</u>	<u>£ 165,722</u>	<u>£ 668,188</u>

16. OTHER FINANCIAL COMMITMENTS

	2022	2021
	£	£
At 31 March 2022 the Company had commitments under non-cancellable operating leases as set out below:		
Operating leases which expire:		
within one year	<u>1,004</u>	<u>1,004</u>

17. PENSION COMMITMENTS

Pension costs in note 8 relate to payments made to a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The charitable company's liability is limited to making the payments due to the scheme on a timely basis. The liability at the 31 March 2022 is £14,399 (2021 : £395).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

18. Section 37 Disclosure

Under Section 37 of the Government and Housing Act, the Charity is required to report specifically on grants from Local Authorities:

	2022	2021
	£	£
London Councils: London Support	<u>£ 43,497</u>	<u>£ 43,497</u>

Funds received from London Councils were spent on salaries and running costs of the London Support project, for the purposes specified by the funders.

19. RELATED PARTIES

There were no related party transactions, other than those disclosed in note 7 and 8.

RESPECT PROJECT (KNOWN AS "RESPECT")**NOTES TO THE FINANCIAL STATEMENTS****For the year ended 31 March 2022****20 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds 2021 £</i>	<i>Restricted Funds 2021 £</i>	<i>Total Funds 2021 £</i>
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	29,682	-	29,682
Charitable activities	512,808	2,216,462	2,729,270
Investments	12	-	12
Other	22,132	-	22,132
TOTAL	564,634	2,216,462	2,781,096
EXPENDITURE ON:			
Raising funds			
Costs of generating voluntary income	1,302	-	1,302
Charitable activities	256,327	2,067,245	2,323,572
TOTAL EXPENDITURE	257,629	2,067,245	2,324,874
Net income	307,005	149,217	456,222
Transfer between funds	-	-	-
NET MOVEMENT IN FUNDS	307,005	149,217	456,222
TOTAL FUNDS AT 31 MARCH 2020	195,461	16,505	211,966
TOTAL FUNDS AT 31 MARCH 2021	£ 502,466	£ 165,722	£ 668,188

RESPECT

England & Wales - Charity number 1141636

Accounts



RESPECT PROJECT (KNOWN AS "RESPECT")

REPORT AND FINANCIAL STATEMENTS

REPORT AND FINANCIAL STATEMENTS For the year ended 31 March 2021

Company limited by guarantee no. 07582438

Registered charity no. 1141636 (England and Wales)

Scottish Charity no.SC051284

Reference and administrative information	1
Board of Trustees' report	2
Independent auditor's report	16
Statement of financial activities	19
Balance sheet	20
Cash flow statement	21
Notes to the financial statements	22

THE RESPECT PROJECT (KNOWN AS “RESPECT”)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS



For the year ended 31 March 2021

Patron Dame Vera Baird QC

Officers of the Board of Trustees

Chair of Trustees Sarah Mullen

Vice Chair Peter Llewellyn (resigned 10th March 2021)

Diane Scott (Vice Chair from 10th March 2021)

Treasurer Rachel Morrison

Trustees

Leyly Bogue (appointed 3rd March 2021)

Helen Bonnick

Millie Brown (appointed 3rd March 2021)

Samantha Darby

Amra Dautovic (appointed 3rd March 2021)

Talia Kensit (appointed 3rd March 2021)

Sope Otulana (appointed 3rd March 2021)

James Rowlands (Chair of Development Subgroup)

Chief Executive Officer Jo Todd

Board Secretary Victoria Cousins (Operations Director)

Company reg. no. 07582438

Charity reg. no. 1141636

Scottish Charity no. SC051284

Registered office: HubHub,
20 Farringdon Street,
London, EC4A 4AB.

Auditors Knox Cropper LLP
65 Leadenhall Street
London, EC3A 2AD

Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill, West Malling Kent, ME19 4JQ	Barclays Bank Plc 75 King Street Hammersmith London, WE 9HY
---------	--	--

TRUSTEES' REPORT

For the year ended 31 March 2021



The Board of Trustees, who are also directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their combined directors' and trustees' annual report and the financial statements of The Respect Project (known as "Respect") for the year ended 31 March 2021. The Board of Trustees confirms that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (FRS 102). The Company has taken advantage of the exemptions available to smaller entities.

Structure, Governance and Management

Respect is a registered charity (number 1141636) and company limited by guarantee (number 7582438). Respect's governing document is its Memorandum and Articles of Association.

The Board of Trustees is elected at the Annual General Meeting. There are three officer posts — Chair, Secretary and Treasurer — and up to 12 other representatives.

Trustees are bound by Respect's Articles of Association. They complete a register of interests and declare any conflicts of interest at each Board and subgroup meeting.

The Board of Trustees meets quarterly to oversee and agree all areas of governance and strategy. Trustees also have an annual 'away day' to discuss and develop strategy and review their performance as a Board. There are currently 3 subgroups of the Board which meet at least quarterly:

- Sustainability Group — oversight of finances, funding, governance, performance, risk, legal and HR issues
- Influence Group — oversight of public affairs, communications and fundraising
- Development Group — oversight of our services, development and research projects

We recruit Trustees using an open advertisement process across our networks; applications are reviewed against need and shortlisted candidates are interviewed by a panel led by the Chair of Trustees. Respect's Trustees come from across the private, public and voluntary sectors. We are working to increase the diversity of our board and this is reflected in our recent recruitment.

Skills and experience of Board members include:

- Strategy and policy development
- Operational performance, change and risk oversight
- Financial control and oversight
- Service leadership and delivery
- Domestic and sexual violence work
- Domestic violence perpetrator work
- Service evaluation
- Finance and fundraising
- Communications and marketing
- Children and families social work

New Trustees receive an induction into the organisation including governance training covering different aspects of the trustee role and responsibilities.

TRUSTEES’ REPORT

For the year ended 31 March 2021



Respect employs a Chief Executive Officer (CEO) to manage the organisation and drive its strategic development on behalf of the Board.

The Board of Trustees regularly monitors risks to Respect, ensuring these are adequately managed.

The key risks we have identified for the coming year are:

- The ongoing impact of Covid 19:
 - Respect has made good use of available funds to respond to Covid 19. However, we enter into a period of uncertainty about the long-term impacts of Covid 19 on the public purse and this brings some uncertainty across our sector about the availability of funding.
 - Prior to Covid 19 we were already working to a blended model of remote and in person work. During the pandemic we were able to utilise our existing systems to move to remote based working. As restrictions continue to ease, we will continue with a blended way of working to ensure we make best use of our time whilst retaining a sense of team and connection.
- We are growing, with ever increasing demand for our work:
 - We have seen an increased focus on perpetrator work at strategic and policy level (including our work with young people). This increases the demand for partnership work to implement our interventions. The additional funding means we continuing to grow and must do this in a planned and sustainable way.
 - As more funding comes into the sector there are more organisations looking to develop perpetrator interventions. A key function of Respect is Quality Assurance through the Respect Standard. We will continue our role to ensure that there is robust focus on quality and safety across the sector.
 - There is an ever-increasing demand for our subject matter expertise to input into a variety of consultations and a growing demand for workforce development. We are increasing our capacity to ensure we can respond and develop these workstreams.
- Robust financial reporting
 - We must work to ensure that we have robust procedures and processes in place to ensure that we can provide accurate, timely and clear reporting on our financial position. We must also consider this as we approach our growth to ensure we have clear processes for information sharing to enable robust decision making.

Systems to monitor and mitigate risk:

- The Senior Leadership Team identifies and discusses risks and ways to mitigate them at our monthly Senior Leadership Meeting. Risks are graded to assess short-term and long-term impact, are allocated to an owner and plans for mitigation are agreed and implemented. Trustees review the most significant risks and oversee progress against risk mitigation plans via our Subgroups and quarterly, board meetings.
- Management accounts are prepared and reviewed quarterly against budget.
- Internal controls include:

- cashflow analysis is produced regularly and a forward look at expected cashflow quarterly
 - a debtors' procedure is followed monthly
 - the use of petty cash is restricted to the absolute minimum
- Strict monitoring of expenses claimed by staff, trustees and external associates against policy; expenses are authorised by project managers only when receipts are produced, and claims are submitted within 3 months.
- Payments to suppliers and contractors are agreed by project managers against budget, are input on our online banking facility by the Finance Officer and authorised by two separate members of senior staff.
- Access to specialist advice:
 - Respect uses the services of external providers for specialist HR and IT support
 - We have continued to receive legal advice on a pro bono basis from Baker McKenzie and Field Fisher, both global firms of solicitors, who we would like to thank for their continued support

Objectives and activities

Respect is a pioneering UK domestic abuse organisation leading the development of safe, effective responses to perpetrators, male victims and young people who use abusive behaviours towards family members and carers and/or in their relationships. We are a membership organisation: we support and represent specialist organisations across the UK.

We are committed to ending domestic abuse. We can only do this by working together with our members and with partner organisations, and are determined to ensure that:

- All perpetrators of domestic abuse are held accountable, offered the chance to change and stopped from causing further harm.
- All male victims of domestic abuse are offered a response designed to meet their needs, supporting them to escape and recover from the abuse they have experienced.
- All young people who use abusive behaviours towards family members and carers and/or in their relationships receive a response that recognises both the risk they pose and their vulnerability, a response that is designed to address their use of abusive behaviour, support the development of healthy relationships, and increase the safety of those at risk.

Respect's objects as outlined in the Articles of Association are:

To relieve the distress and suffering caused by domestic violence and abuse, in particular, but not exclusively, by educating people who work with, or who are otherwise involved with, the perpetrators of and those suffering from domestic violence (practitioners), with a view to increasing the physical safety and mental well-being of people who have experienced such violence or abuse.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning

future activities. We provide a range of identifiable benefits to the public or a section of the public through the following activities:

- The Respect Standard: we have a nationally recognised service standard that is a framework for safe and effective practice across a range of perpetrator interventions. It is recognised as demonstrating the highest levels of quality assurance
- Workforce Development: we provide expert-led training, events and support for individuals and organisations working in the specialist domestic abuse sector and beyond
- Developing and delivering individual and system change work across all 3 strands of work (perpetrators, young people, and male victims):
 - o Respect Phoneline: running the national helpline directly supporting perpetrators of domestic abuse to take the first step in changing their behaviour
 - o Men's Advice Line: running the national helpline offering support, information and practical advice to male victims of domestic abuse
 - o Drive: developing interventions with perpetrators causing the highest levels of harm with our partners Safe Lives and Social Finance
 - o Make a Change: early response project, with our partner Women's Aid Federation England
 - o Change that Lasts Wales: early response project with our partner Welsh Women's Aid
 - o Respect Young People's Programme: supporting organisations to deliver services to families where there is adolescent to parent violence and abuse
 - o Safe and Together: Contributing to 'systems change' in relation to domestic abuse perpetrators by implementing the Safe and Together model across London Boroughs
 - o Ascent: Contributing to a partnership to address the long-term sustainability needs of organisations providing services to those affected by sexual and domestic violence
- Policy: as the sector lead, we campaign to improve policy and practice to ensure that perpetrators are held to account and the needs of survivors are centred
- Public Affairs: we use our expertise and influence, and that of our members, to help shape national and local government, legislation, policymaking and commissioning
- Partnerships: we work in partnership with other specialist organisations working to end violence against women and girls (VAWG) and with public sector agencies, to develop and deliver innovative, multi-agency and community-based responses.
- Research: We bring our practice expertise to cutting edge research to develop evidence-based interventions and enhance the evidence base in relation to DVA intervention
 - o Advance: Advancing theory and treatment approaches for males in substance misuse treatment who perpetrate intimate partner violence, a partnership with Kings College London.
 - o Reprovide: A partnership with University of Bristol and our members, this research plans to improve how healthcare professionals respond to both adult patients who experience or perpetrate DVA, and to their children
 - o CAFCASS: Developing a remotely delivered intervention for delivery through the pandemic
 - o Family Courts: Improving responses to perpetrators in the Family Courts

Financial review

Respect recorded a surplus of income over expenditure this year of £456,222 compared to a deficit of £22,694 in the previous year. This reflects a surplus of £307,005 for unrestricted funds and a surplus of £149,217 for restricted funds. Total income increased by 75% to £2,781,096 reflecting significant increase in funding from the Home Office, Esmee Fairbairn Foundation and National Lottery Community Fund. Also, training and consultancy income increased significantly during the year, as did public donations.

Total expenditure increased by 44% to £2,324,874 mainly due to an increase in activity during the year.

Key financial issues for 2021/22 and beyond include:

- Developing financial systems and processes that are fit for the growth we have encountered
- Mitigating risks and uncertainties in the current economic climate (Covid, Brexit):
 - To generate additional working capital and continue to ensure we have sufficient funds to maintain good cashflow. This will help to cope with increasing tendency for grant providers to fund projects in arrears (typically quarterly in arrears) and some are regularly late payers
 - To enable investment to improve the quality and timeliness of our core services to our members and the broader sector
- To ensure our growth is sustainable, we need to develop and diversify our sources of funding. We need to ensure that through our upcoming Fundraising Strategy (in progress due for completion in 2022) we have assessed the range of funding options available to us and that we have capacity to ensure we can make good use of them.

Respect’s reserve policy is to hold reserves to the value of ten percent of audited turnover, but such reserves to be limited to three months’ core costs. As at 31 March 2021 this would amount a reserve requirement of £278,110. At the year end, free reserves amounted to £464,484. This amount excludes restricted funds. Whilst reserves at year end were above our reserve policy, the trustees consider this to be prudent given the uncertainties and risks described above.

Achievements and performance

2020/2021 has been a year like no other. We started and ended the financial year in a national lockdown that none of us could have predicted. Whilst it has been a challenging year we have emerged in a strong position. We rapidly expanded and adapted services, provided support for the wider sector, mobilised into a collective cross sector response and crucially, supported each other through the turmoil. We have emerged a more flexible organisation, something that started out of necessity, but we now see as a long-term benefit, not only in time and fiscal savings for staff leading to better motivation and productivity, but the ability to recruit nationally, which means increased access to the very best candidates.

There is much we should hold on to and build on from the last year, but there is also learning. George Floyd’s murder, the groundswell of support and action through the Black Lives Matter movement here in the UK and the disproportionate impact of Covid-19 on marginalised communities has made it

TRUSTEES’ REPORT

For the year ended 31 March 2021



searingly clear that being a non-racist organisation is not and was not enough. During 2020/2021 we started our mission to become an anti-racist organisation, an active and evolving process is integrated in our new strategy, guiding our work internally and externally.

2020/21 has also seen a gear shift in the government’s approach to perpetrator work. Over the course of the year, we successfully lobbied for a Perpetrator Strategy through our Drive partnership-led Call to Action. This has led to Government funding streams to grow and enhance interventions working with perpetrators. This is a welcome boost for the sector. Through our influence work, we will focus on doing what we can to ensure that this funding is spent well, with mechanisms in place to ensure the work is safe, effective, and accountable to survivors.

Project Highlights

Accreditation

Accreditation is the centrepiece of Respect’s sector support work. We manage the accreditation of services working with perpetrators of domestic abuse up to the point where an independent panel scrutinises the assessment process and decides whether an organisation has satisfied the requirements of the Respect Standards and can therefore be accredited.

The year ending March 2021 saw an ongoing demand from organisations to have their perpetrator service accredited, despite the impact of Covid-19.

By the end of the year, the accreditation panel awarded full accreditation to 9 services (2 of which were re-accredited) and stage one accreditation to 3 services.

Next Year, over 2021/22 we will review the accreditation process to ensure it is streamlined and as accessible as possible. We will also publish the 4th version of the Respect Standard.

Membership

Following the Covid-19 lockdown restrictions at the end of March 2020, we refocused the priorities of our membership support so that activities were relevant to our members during the pandemic crisis. In doing so we mobilised a member wide support network for responding to the pandemic. This included providing tools and resources, support and guidance on ways of working and sharing learning as we moved through unprecedented times.

In addition to this we have continued to deliver practice development days, hold our regular accredited members forum and provide exclusive resources on the membership section of our website.

Next year, a key aim is to increase the value of membership by streamlining processes and delivery, listening to what members most value and widening our membership. This wider work will be supported through the creation of a new Sector Support work strand.

Training

As soon as the lockdown restrictions took effect, we suspended our training and events programme and made use of the furlough scheme to retain our staff. We were then able to make use of Covid related funding to move our training online. We now have a bespoke training platform that we continue to use to offer our training both online and in person.

TRUSTEES’ REPORT

For the year ended 31 March 2021



Evaluation and feedback for the online training courses was very positive and, irrespective of when face-to-face training might resume, it has shown that a combination of digital, online training with face-to-face, classroom training is the best approach to reach more learners and meet their needs better.

Next year we will consolidate our experience of adapting and creating training for our online platform, ensuring cohesion with our classroom-based training. We will increase the capacity of our team to develop new training and meet our commitment to offer all our training programme as accredited. And finally, we will expand our training programme to meet the needs of practitioners from Black and minoritised communities and those they support.

Helplines

Demand for our helplines throughout the pandemic crisis increased to levels we had never seen before. Our specialist Advisors worked tirelessly to support service users of the Respect Phoneline and the Men’s Advice Line.

In 2020-21 (April 2020 to end March 2021) we received:

- 13,508 contacts by phone, email, and webchat on the Respect Phoneline- a 97% increase from 2019-20 (6,858 contacts).
- 47,081 contacts by phone, email, and webchat on the Men’s Advice Line - a 57% increase from 2019-20 (30,068 contacts).

The number of calls lasting more than 40 mins tripled for the Respect Phoneline and doubled for the Men’s Advice Line in 2020/21.

To respond to the surge in demand and the changing nature of service users’ help-seeking needs:

- We invested additional funds awarded by the Home Office and the Scottish Government to increase capacity on both helplines, by recruiting more Advisors, almost doubling the size of our team
- We extended the opening hours of both helplines and offered a 7-day-a-week service
- In partnership with the Drive project, we launched a webchat for professionals working with perpetrators of domestic abuse
- We developed resources for service users to access via the helplines’ websites:
 - factsheets for perpetrators who struggle with feelings of anger, jealousy, and stress, helping them to develop short-term strategies to avoid being abusive or violent
 - factsheets for frontline workers to help them engage with perpetrators of domestic abuse safely and effectively
 - 14 factsheets with accessible information about family, child, and civil law for male victims of domestic abuse
- We created social media campaigns to reach our service users:
 - No excuse for abuse: we challenged notions of being “out of control” to show that perpetrators have a choice and are in control of, and responsible for, their behaviour
 - Abuse. Let’s draw the line: we raised awareness on abusive behaviours and encouraged everyone to draw the line on abuse

TRUSTEES’ REPORT

For the year ended 31 March 2021



- Talk it over: aimed at male victims, the campaign had two phases: the first phase raised awareness of the Men’s Advice Line and encouraged men to get in touch. The second phase aimed to normalise help-seeking for male victims, recognising the barriers that could stop them from talking about their domestic abuse experiences
- We commissioned Durham University’s Centre for Research into Violence and Abuse (CRiVA) to carry out research in male victims’ experiences during Covid-19. The report of the research, titled ‘Living a Life by Permission’, the experiences of male victims of domestic abuse during Covid-19’ was published in November 2020
- We worked in partnership with other organisations and services to support male victims:
 - Free legal advice: in partnership with the Child Law Advice Service, the Men’s Advice Line offered male victims free appointments for legal advice
 - Rail to refuge: in partnership with Women’s Aid, this initiative allowed male victims fleeing domestic abuse to book free rail tickets to travel to a refuge
 - Emergency accommodation for London’s male victims: in partnership with Victim Support, Nacro and Shelter, the Men’s Advice Line was the referral pathway for men fleeing domestic abuse in the Greater London area (MOPAC-funded)
 - Safe Spaces: set up by UK Says No More, it is offering a safe space in pharmacies’ consultation rooms across the country, so victims can call a helpline or other support service without being monitored by the perpetrator. The Men’s Advice Line is the key service for male victims accessing Safe Spaces

Next Year we will continue to offer both helplines on extended hours and maintain the improvements to the service we have made in this year. No victim or survivor should be made unsafe because the perpetrator can’t access critical support when they need it. Male victims should be able to get the help they need when they need it, as many times as they need and in ways and times that are safer for them.

Respect Young People's Services

The Respect Young People's Service (YPS) supports professionals to respond effectively to young people’s use of violence and abuse in close relationships. Their primary focus is Child and Adolescent to Parent Violence and Abuse (CAPVA). We also deliver training and a programme which addresses young people’s use of Intimate Partner Violence (IPV). The team offers evidence-based intervention, workforce development, implementation support and on-going practice development and supervision.

The Respect Young Peoples Programme (RYPP)

Through our 4-day RYPP training, 261 professionals were trained this year across the West Mercia police area and Lancashire, Warrington, Plymouth and Cornwall.

Practitioners who attended the training have also benefited from ongoing support sessions with Respect to support the implementation and delivery of the programme.

TRUSTEES’ REPORT

For the year ended 31 March 2021



Early Response to CAPVA (Ask and Act)

We have delivered early response training to 237 practitioners in the Northumbria and West Mercia police areas. This one-day training supports practitioners working with families that may need information or support around CAPVA, including referral to the RYPP intervention.

Briefings about CAPVA were delivered to police officers in the West Mercia police area with more police trainings to follow later in the year.

We were fortunate in receiving a grant from the Youth Endowment Fund to work with the Dartington Service Development Lab and York’s Educational Psychology Team to develop the RYPP to respond effectively to an increasing level of neurodiversity in the RYPP case loads. We were commissioned by North Yorkshire Fire, Police and Crime Commissioners Office to look at Child and Adolescent to Parent Violence and Abuse (CAPVA) where the young person involved has multiple needs and to develop interventions for this cohort of CAPVA cases.

Next year we will focus on continuing to roll out our RYPP programme in new areas. We are also further developing our programme and training offer to support work around Teenage Relationship Abuse (TRA) and, we will be working with Office of the Police and Crime Commissioners and Local authorities in the North of England to provide training and support to address CAPVA.

Make a Change - Perpetrator Response in partnership with Women’s Aid Federation England

Make a Change (MAC) was developed by Respect and Women’s Aid Federation England as a community-wide, early response to people using abusive behaviours in their intimate or previously intimate relationships. The model is designed to fill a significant gap in service provision, when there are concerns about someone’s abusive behaviour, but they are not yet known to the criminal justice system and/or have not been referred for intervention.

Following on from the success of the initial pilot which took place 2018-2020, MAC received funding from the National Community Lottery Fund in 2020 to continue its delivery in Lincolnshire and expand into three new sites: Trafford, Durham and Sunderland.

This year we have also:

- published findings on how MAC and Respect accredited services can meet the needs of older people and people from LGBT+ communities
- grown an advisory board of survivors to input into the development of MAC programmes and resources

Make a Change continues to grow and will be rolling out into a 5th area in 2021/22.

Change that Lasts – Perpetrator Response Wales (CLEAR)

Change that Lasts is a systems change approach developed by Welsh Women’s Aid and Women’s Aid Federation England. The approach supports communities and professionals to provide a needs-led, strengths-based, trauma informed and gender responsive response to women and children who have experienced Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV). The approach builds the skills of individuals to encourage survivors’ help seeking and challenges the conditions that enable abuse to begin in the first place.

TRUSTEES’ REPORT

For the year ended 31 March 2021



Our work in Wales is, in partnership with Welsh Women’s Aid, to integrate a perpetrator response across all elements of Change that Lasts. This currently includes the Trusted Professional and Specialist service for perpetrators, CLEAR. The integrated support service is delivered by Rise (Cardiff Women’s Aid). The aim is to intervene with perpetrators as early as possible by raising awareness, supporting behavioural change and increasing accountability. All of this is done separately but in parallel with robust survivor support.

Next year, we are expanding CLEAR, including partner support, as part of the Change that Lasts Approach, to the Vale of Glamorgan and we will be continuing to deliver Trusted Professional training Online, with further roll out across South Wales.

Drive

Respect is one of the founding partners of the Drive Partnership along with Safe Lives and Social Finance. It was initially set up to deliver a three-year pilot intervention working with high harm, serial perpetrators, and has since received funding to expand this work and extend its remit to include public affairs and national systems change work.

Disrupting abuse, reducing risk

Drive implements a whole-system approach using intensive case management and one-to-one interventions alongside a coordinated multi-agency response, working closely with statutory agencies such as the police, public health, and children’s social care. Drive focuses on reducing harm and increasing victim safety by combining disruption, diversionary support and behaviour change interventions alongside the crucial protective work of victims’ services.

This year...

- 742 perpetrators were allocated to Drive
- 823 associated victims/survivors were identified and supported by Drive
- 1601 associated children were identified

Following the Drive intervention

- Physical abuse reduced by 82%
- Harassment and Stalking reduced by 75%
- Jealous and controlling behaviour reduced by 73%
- Sexual Abuse reduced by 88%

Drive is growing

Over the last year, Drive has expanded across England and Wales, ensuring more areas have bespoke systems in place to keep victims safer. Previously, we were working in 4 sites and, as we expand, have a further 8 sites.

Covid-19 also saw Drive grow its support for professionals, launching live webchat and email services, as well as a professional community portal for sharing best practice.

Changing systems

Perpetrator interventions and services sit within a wider coordinated community response, with people experiencing domestic abuse coming into contact with a variety of services. How services respond to perpetrators of domestic abuse varies, and some marginalised communities are not getting equitable access or support. We’re working with partners across the domestic abuse and other sectors, and those with lived experience of domestic abuse, to understand this more and work to support lasting systems change so perpetrators posing all levels of risk can access the help they need to stop whoever they are and wherever they live.

Next year, we will continue to deliver Drive across a number of areas, further establishing the intervention. We will work on our ‘Changing Systems’ with work in partnership to support Black and minoritised leadership and the needs of LGBT+ people accessing DA interventions.

Safe and Together

The Safe & Together Model is an internationally recognised training programme, with an associated package of tools and resources, designed to help child protection professionals to improve their response to domestic abuse.

The model encourages professionals to hold perpetrators responsible for their abusive behaviour, to support survivors towards safety and freedom, and to improve children’s safety and wellbeing. The model’s name comes from the idea that wherever possible, children should be kept ‘safe and together’ with their non-abusing parent – in most cases their mother.

Implemented around the world including in the US, Australia and the UK, Safe & Together is a hugely influential systems change framework, which gives professionals the language, knowledge and tools to make perpetrators more accountable as parents, reduce victim blame and improve outcomes for children and families.

Respect is a Safe & Together partner agency and has worked with the London Boroughs of Hackney and Waltham Forest to implement the Safe & Together model since 2019. Respect employs the Implementation Lead working across both boroughs, supporting social workers and others to implement the model and evaluate the impact on practice.

Next year Safe and Together is set to become a much bigger, with significant extra funding leading to an expansion into 10 London boroughs.

London VAWG Consortium

Respect continues to take an active role in the London VAWG consortium.

Having a position on the London VAWG Consortium enables Respect to bring the perpetrator perspective to the consortium, to build and maintain relationships with colleagues in the women’s sector and means that our contributions are presented to London Council by the London VAWG Consortium.

Through the London VAWG Consortium we are part of a smaller delivery partnership: Ascent. This is pan-London second-tier support: Respect works in partnership with 5 other organisations led by

TRUSTEES’ REPORT

For the year ended 31 March 2021



Women’s Resource Centre. Our role is to provide training and one to one support to London based organisations to improve their capacity and sustainability.

London Councils, through the London VAWG consortium funding also contribute to the running of our helplines.

Next year we will work to secure ongoing funding for this work with a view to maintaining our partnerships and continuing the work.

Work with Perpetrators - European Network WWP-EN

Respect continued to be a participant in the European Network for organisations working with perpetrators of domestic abuse as that network continued to grow and evolve. The impact of the pandemic was felt across Europe with services working with perpetrators of domestic abuse adapting to meet the challenge of working remotely. WWP-EN worked tirelessly to ensure learning from this was shared internationally and Respect as an active member WWP –EN contributed to this. Respect values the sharing of knowledge and experience across Europe and will continue to play an active role in WWP-EN over the coming years.

Next year we are solidifying our relationship with WWP-EN and will stand for membership of their board.

Reprovide Research Project

Respect is a partner in the Reprovide research project which is funded by the UK National Institute for Health Research (NIHR) programme grants for applied research. It started in February 2016 and will run until July 2022. The research tests the effectiveness of a group work intervention for those who perpetrate domestic abuse via a randomised control trial.

The project has commenced the full trial, the start of which has been slowed but not completely stopped by COVID-19. The most significant challenge has been recruiting sufficient participants.

Next year we will continue to work alongside Reprovide as they continue to test the intervention.

Advance Research Project

Advance is led by King’s College London, together with colleagues from the Universities of Worcester, Manchester, Bristol and York, as well as Respect, the South London and the Maudsley NHS Foundation Trust, and Rochester Institute of Technology.

Advance is a 60-month project; its aim is to ‘advance’ theory and treatment approaches for males in substance misuse treatment who perpetrate intimate partner violence. Currently, Advance is a large trial to explore the efficacy and cost effectiveness of delivering the Advance substance misuse and domestic abuse programme, relative to just delivering substance misuse programmes.

During 2020 and in response to challenges associated with COVID-19 and social distancing guidelines, the Advance team adapted the programme for blended remote delivery. This programme can now be delivered via a combination of telephone, video conferencing-facilitated groups, and a digital platform containing exercises and various other teaching input. The blended remote programme has now been developed and reviewed and will be piloted in 2021-2022. A no cost extension was granted to Advance until late 2022.

TRUSTEES’ REPORT

For the year ended 31 March 2021



Next year, we are continuing to work with Advance as we pilot the blended programme of work.

Public affairs

One of Respect's key aims is to influence public policy regarding domestic abuse perpetrators, male victims and young people. We work closely with other organisations in the Violence Against Women and Girls (VAWG) sector to make this happen. Over the last few years, the Drive partnership (see above) has had a strong public affairs presence and by leading a coalition of over 80 organisations we have successfully lobbied for the inclusion of a perpetrator strategy in the Domestic Abuse Act 2021. A focus of our public affairs work will be to influence how the perpetrator strategy is implemented, with an emphasis on ensuring quality assurance of all funded projects.

Building on this success, we would like to see wholesale social change in addition to our current systems change work. Our 2021-24 strategy will focus on this as one of its key pillars, and public affairs work will be key to achieving change.

Respect is pleased to provide the secretariat for the All Party Parliamentary Group on perpetrators of domestic abuse, chaired by Alex Davies-Jones MP. The APPG is an informal cross-party group which provides a forum for discussion around legislation and public policy and aims to ensure MPs and members of the House of Lords are kept informed and up to date in all issues to do with perpetrators and are sufficiently knowledgeable to both take part in parliamentary debates on the issue, and to conduct their constituency casework. The APPG met online for the first time in March 2021 with a focus on the Domestic Abuse Bill and Domestic Abuse Protection Orders (DAPOs) and contributions from Baroness Bertin and the Domestic Abuse Commissioner, Nicole Jacobs.

Next year we intend to increase our Public Affairs capacity in 2021/22 with the appointment of a Head of Influence. This will mean we can continue to respond to the growing interest in the Domestic Abuse sector and provide expert input to the growing discussion and debate.

Our Funders:

We are grateful for the continued support of our funders, without whom this vital and lifechanging work would not be possible:

Home Office, Scottish Government, Northern Ireland Department of Justice, London Councils, The Guinness Trust, National Lottery Community Fund, Scottish Women's Aid, Ministry of Justice, Mayors Office of Policing and Crime, Kings College London, University of Bristol, The South Wales OPCC, Esmée Fairburn Foundation, Lloyds Bank Foundation, South London and Maudsley NHS Trust, Northumbria Office of Policing and Crime, Segelman Trust, City Bridge Trust, London Community Response Fund, Youth Endowment Fund, Office of the North Yorkshire Fire, Police and Crime Commissioner, and The Noel Buxton Trust and of course, individual donors.

Trustees' responsibilities statement

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

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

TRUSTEES’ REPORT

For the year ended 31 March 2021



they give a true and fair view of the state of affairs of the charitable company end 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
- make judgments and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless It is inappropriate to presume that the charitable company will continue in operation

The Trustees are responsible for keeping adequate accounting records that were 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, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

Disclosure of Information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- So far as each Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- Each Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by the Trustees on 10th December 2021 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'S Mullen'.

Sarah Mullen

Chair of Trustees

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

Opinion

We have audited the financial statements of Respect Project (known as "Respect") (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash flows and notes to the financial statements, 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 2021 and of 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

(Continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 require us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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 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 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 auditors under Section 44(1)(C) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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.

/Continued ...

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
RESPECT PROJECT (KNOWN AS "RESPECT") FOR THE YEAR ENDED 31 MARCH 2021**

(Continued)

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 that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.
- We understood how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charity's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override and allocation of costs to charitable activities and restricted funds.
- Our approach was to check that the income from grants, donations and training were properly identified and accurately disclosed, that expenditure complied with the control procedures and was appropriately charged. We also reviewed major journal adjustments along with unusual transactions and considered the identification and disclosure of related party transactions.

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 auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Shoaib Arshad (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

10 December 2021

RESPECT PROJECT (KNOWN AS "RESPECT")

STATEMENT OF FINANCIAL ACTIVITIES (incorporating the Income and Expenditure Account) For the year ended 31 March 2021

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	2	29,682	-	29,682	8,578
Charitable activities	4	512,808	2,216,462	2,729,270	1,579,025
Investments	3	12	-	12	40
Other income	5	22,132	-	22,132	-
TOTAL		564,634	2,216,462	2,781,096	1,587,643
EXPENDITURE ON:					
Raising funds					
Costs of generating voluntary income		1,302	-	1,302	27,107
Charitable activities		256,327	2,067,245	2,323,572	1,583,230
TOTAL EXPENDITURE	6	257,629	2,067,245	2,324,874	1,610,337
Net income/(expenditure)		307,005	149,217	456,222	(22,694)
Transfer between funds	14	-	-	-	-
NET MOVEMENT IN FUNDS		307,005	149,217	456,222	(22,694)
RECONCILIATION OF FUNDS:					
TOTAL FUNDS AT 1 APRIL 2020		195,461	16,505	211,966	234,660
TOTAL FUNDS AT 31 MARCH 2021		£ 502,466	£ 165,722	£ 668,188	£ 211,966

All activities relate to continuing operations

RESPECT PROJECT (KNOWN AS "RESPECT")

Company limited by guarantee (registered company no. 07582438)

BALANCE SHEET**As at 31 March 2021**

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	11	<u>825</u>	<u>1,647</u>
		<u>825</u>	<u>1,647</u>
CURRENT ASSETS			
Debtors	12	488,214	332,257
Cash at bank and in hand		859,569	144,002
		<u>1,347,783</u>	<u>476,259</u>
CREDITORS: amounts falling due within one year	13	<u>(680,420)</u>	<u>(265,940)</u>
NET CURRENT ASSETS		<u>667,363</u>	<u>210,319</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		668,188	211,966
TOTAL NET ASSETS		<u>£ 668,188</u>	<u>£ 211,966</u>
FUNDS			
Unrestricted funds:			
Designated funds	14	37,982	38,804
General fund	14	<u>464,484</u>	<u>156,657</u>
		502,466	195,461
Restricted funds	14	165,722	16,505
		<u>£ 668,188</u>	<u>£ 211,966</u>

The financial statements have been prepared in accordance with the special provisions in Part 15 of the Companies Act 2006 relating to small companies and the Financial Reporting Standard 102.

The financial statements were approved, and authorised for issue, by the Board of Trustees on 10 December 2021 and signed on their behalf by:-



SARAH MULLEN, Trustee

The annexed notes form part of these financial statements

RESPECT PROJECT (KNOWN AS "RESPECT")

CASH FLOW STATEMENT

For the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Surplus/(deficit) for the financial year	456,222	(22,694)
Adjustments for:		
Depreciation	822	822
(Increase)/decrease in debtors	(155,957)	174,609
Increase/(decrease) in creditors	414,480	(137,638)
Investment income	(12)	(40)
	<u>715,555</u>	<u>15,059</u>
Cash flows from investing activities		
Purchase of tangible fixed assets	-	(2,468)
Return on investment - interest receivable	12	40
	<u>12</u>	<u>(2,428)</u>
Net increase in cash and cash equivalents	<u>715,567</u>	<u>12,631</u>
Cash and cash equivalents at 1 April 2020	144,002	131,371
Cash and cash equivalents at 31 March 2021	<u>£ 859,569</u>	<u>£ 144,002</u>
Components of cash and cash equivalents		
	At 1 April 2020	Cashflows
		At 31 March 2021
Cash at bank and in hand	<u>£ 144,002</u>	<u>£ 859,569</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements of the charity, which is a public benefit entity under FRS102, have been prepared under the historical cost convention. They have been prepared in accordance with applicable United Kingdom accounting standards, the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2019), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) applicable to smaller entities and the Charities Act 2011. The presentational currency of the financial statements is Pound Sterling (£).

The Charity is dependent upon grant income and the Trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

Company status

Respect Project (known as "Respect") is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

Incoming resources

Revenue grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. All other incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Investment Income is recognised on an accruals basis.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Membership subscriptions are recognised evenly over the year the membership relates to.

Income tax recoverable in relation to investment income or Gift Aid donations is recognised at the time the relevant income is receivable.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

Resources Expended

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Support costs, including governance costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities. Governance costs include the costs of servicing Trustees' meetings, audit and strategic planning.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office Equipment	-	4 years
Computer equipment	-	3 years
Other fixed assets	-	3 years

Full year depreciation is charged to the additions during the year. Website development costs are capitalised where they will deliver clear economic benefits and/or charitable/campaigning benefits of a value at least as great as the amount capitalised.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

Pensions

The charity is part of a defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

Judgements and key sources of estimation uncertainty

Judgements and key sources of estimation uncertainty are detailed in the above accounting policies, where applicable.

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Donations	29,682	-	29,682	8,578
	<u>£ 29,682</u>	<u>£ Nil</u>	<u>£ 29,682</u>	<u>£ 8,578</u>

Comparative donations and legacies

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Donations	8,578	-	8,578
	<u>£ 8,578</u>	<u>£ Nil</u>	<u>£ 8,578</u>

3. INVESTMENT INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Interest receivable from: Bank interest	12	-	12	40
	<u>£ 12</u>	<u>£ Nil</u>	<u>£ 12</u>	<u>£ 40</u>

Comparative investment income

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Interest receivable from: Bank interest	40	-	40
	<u>£ 40</u>	<u>£ Nil</u>	<u>£ 40</u>

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Grants for services	213,217	2,216,462	2,429,679	1,354,223
Fee income	299,591	-	299,591	224,802
	<u>£ 512,808</u>	<u>£ 2,216,462</u>	<u>£ 2,729,270</u>	<u>£ 1,579,025</u>

Analysis of the income by source

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Home Office	-	881,433	881,433	240,000
Northern Ireland Home Office	-	6,000	6,000	6,000
Scottish Government	-	42,301	42,301	27,944
Scottish Women's Aid	-	28,635	28,635	27,937
Ascent Helplines	-	10,000	10,000	10,000
London Councils	-	43,497	43,497	43,497
Esmee Fairbairn Trust	100,000	-	100,000	-
Make a change	-	111,412	111,412	437,871
Change that Lasts Wales	5,000	143,513	148,513	125,612
Lloyds Bank Foundation	-	-	-	24,071
Project Drive	-	354,571	354,571	283,396
South London and Maudsley NHS	-	6,984	6,984	6,984
Northumbria Office	-	-	-	45,000
Domestic Abuse Intervention Service	5,456	41,621	47,077	24,923
Segelman Trust	-	-	-	12,500
National Lottery Community Fund	60,457	364,097	424,554	-
Comic Relief	-	65,246	65,246	20,833
NHS Bristol	-	6,500	6,500	12,655
City Bridge Trust	-	32,888	32,888	-
London Community Response Fund	-	24,513	24,513	5,000
Other grants	32,592	53,251	85,843	9,019
Fee income				
Membership subscriptions	25,340	-	25,340	31,136
Training courses	183,901	-	183,901	77,177
Events	-	-	-	12,888
Accreditation	11,562	-	11,562	47,787
Consultancy and other fees	88,500	-	88,500	46,795
	<u>£ 512,808</u>	<u>£ 2,216,462</u>	<u>£ 2,729,270</u>	<u>£ 1,579,025</u>

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

Analysis of the income by charitable activities

	£	£	£	£
Providing High quality support and training	303,197	85,118	388,315	211,493
Managing accreditation of DV programs	11,562	-	11,562	71,858
Developing & running DV services	105,000	1,577,865	1,682,865	1,158,760
Research & Public Affairs	-	78,730	78,730	19,639
	<u>£ 419,759</u>	<u>£ 1,741,713</u>	<u>£ 2,161,472</u>	<u>£ 1,461,750</u>

Comparative income from charitable activities

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Grants for services	19,639	1,334,584	1,354,223
Fee income	224,802	-	224,802
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>

Analysis of the income by source

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Grants for services			
Home Office	-	240,000	240,000
Northern Ireland Home Office	-	6,000	6,000
Scottish Government	-	27,944	27,944
Scottish Women's Aid	-	27,937	27,937
Ascent Helplines	-	10,000	10,000
London Councils	-	43,497	43,497
Esmee Fairbairn Trust	-	-	-
Make a change	-	437,871	437,871
Change that Lasts Wales	-	130,612	130,612
Lloyds Bank Foundation	-	24,071	24,071
Project Drive	-	283,396	283,396
South London and Maudsley NHS	6,984	-	6,984
Northumbria Office	-	45,000	45,000
Domestic Abuse Intervention Service	-	24,923	24,923
Segelman Trust	-	12,500	12,500
Comic Relief	-	20,833	20,833
NHS Bristol	12,655	-	12,655
Fee income	-	-	-
Membership subscriptions	31,136	-	31,136
Training courses	77,177	-	77,177
Events	12,888	-	12,888
Accreditation	47,787	-	47,787
Consultancy and other fees	55,814	-	55,814
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>

Analysis of the income by charitable activities

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

	£	£	£
<i>Providing High quality support and training</i>	177,015	113,420	290,435
<i>Managing accreditation of DV programs</i>	47,787	24,071	71,858
<i>Developing & running DV services</i>	-	1,176,260	1,176,260
<i>Research & Public Affairs</i>	19,639	20,833	40,472
	<u>£ 244,441</u>	<u>£ 1,334,584</u>	<u>£ 1,579,025</u>

5. OTHER INCOME

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Job retention scheme	22,132	-	22,132	-
	<u>£ 22,132</u>	<u>£ Nil</u>	<u>£ 22,132</u>	<u>£ Nil</u>

6. RESOURCES EXPENDED

	Staff costs £	Other direct costs £	Support costs £	Total 2021 £	Total 2020 £
Cost of charitable activities					
Providing High quality support and training	242,754	149,730	27,351	419,835	289,981
Managing accreditation of DV programs	17,654	8,069	1,306	27,029	91,605
Developing & running DV services	1,134,399	418,344	279,219	1,831,962	1,152,175
Research & Public Affairs	39,076	2,875	2,795	44,746	49,469
Total charitable expenditure	<u>1,433,883</u>	<u>579,018</u>	<u>310,671</u>	<u>2,323,572</u>	<u>1,583,230</u>
Costs of generating voluntary income	1,200	-	102	1,302	27,107
	<u>£ 1,435,083</u>	<u>£ 579,018</u>	<u>£ 310,773</u>	<u>£ 2,324,874</u>	<u>£ 1,610,337</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

RESOURCES EXPENDED IN 2020

	Staff costs £	Other direct costs £	Support costs £	Total 2020 £
Cost of charitable activities				
Providing High quality support and training	195,331	43,758	50,892	289,981
Managing accreditation of DV programs	62,750	14,896	13,959	91,605
Developing & running DV services	760,050	220,433	171,692	1,152,175
Research & Public Affairs	22,899	19,038	7,532	49,469
Total charitable expenditure	1,041,030	298,125	244,075	1,583,230
Costs of generating voluntary income	23,953	57	3,097	27,107
	<u>£ 1,064,983</u>	<u>£ 298,182</u>	<u>£ 247,172</u>	<u>£ 1,610,337</u>

Resources expended include:

	2021	2020
Auditors' remuneration:		
Audit fee for the year	5,400	4,719
Auditors' non-audit fee	1,250	1,150
Operating lease rentals - Land and buildings	26,856	26,856
Depreciation - on owned assets	822	-

Details of staff costs are given in Note 8. The staff costs shown in the note above are the directly attributable staff costs. The staff costs for the support activities are included in the support costs. Note 8 shows the total staff costs including costs allocated to support costs in this note.

Details of Support costs are given respectively in Notes 7.

7. SUPPORT COSTS

	Total 2021 £	Total 2020 £
Support staff costs	59,568	93,992
Administration costs	181,704	110,347
Premises & equipment costs	61,881	37,699
Legal and professional	2,220	(24)
Trustees & meeting expenses	-	439
Auditors' audit fee	5,400	4,719
	<u>£ 310,773</u>	<u>£ 247,172</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

8. STAFF NUMBERS AND COSTS

	2021 £	2020 £
Wages and salaries	1,242,258	980,430
Social security costs	127,282	101,276
Pension costs	65,541	56,487
Cost of contracted staff	-	2,782
Staff related other costs	59,570	18,000
	<u>£ 1,494,651</u>	<u>£ 1,158,975</u>
	Number	Number
The average number of employees during the period was:	<u>37.0</u>	<u>28.0</u>

No employee received remuneration of more than £60,000.

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity, directly or indirectly, including any Trustee of the Charity. In addition to the Trustees, key management personnel includes 6 of the Principal Officers. Aggregate remuneration and benefits paid to key management personnel during the year amounted to £359,926 (2020 - £179,564).

9. TRUSTEES REMUNERATION AND BENEFITS

During the year, no members of the Board of Trustees received any remuneration (2020 - £NIL).
No members of the Board of Trustees received reimbursement of expenses (2020 - £nil).

RESPECT PROJECT (KNOWN AS "RESPECT")**NOTES TO THE FINANCIAL STATEMENTS****For the year ended 31 March 2021****10. Taxation**

Respect Project (known as "Respect") is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by 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 to charitable purposes.

11. TANGIBLE FIXED ASSETS

	Office Equipment £	Computer equipment £	Other fixed assets £	Total £
Cost				
At 1 April 2020 and 31 March 2021	11,773	10,718	4,727	27,218
Additions	-	-	-	-
At 31 March 2021	11,773	10,718	4,727	27,218
Depreciation				
At 1 April 2020	11,773	9,071	4,727	25,571
Charge for the year	-	822	-	822
At 31 March 2021	11,773	9,893	4,727	26,393
Net book value				
At 31 March 2021	£ Nil	£ 825	£ Nil	£ 825
At 1 April 2020 and 31 March 2021	£ Nil	£ 1,647	£ Nil	£ 1,647

12. DEBTORS

	2021 £	2020 £
Due within one year		
Trade debtors	88,232	146,815
Grant debtors	390,047	167,094
Prepayments	6,840	11,595
Other debtors	3,095	6,753
	£ 488,214	£ 332,257

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	103,915	37,953
Deferred income	424,481	170,575
Social security and other taxes	4,593	33,715
Other creditors	(2,649)	(2,225)
VAT creditors	96,347	8,209
Accruals	53,733	17,713
	<u>£ 680,420</u>	<u>£ 265,940</u>

14. STATEMENT OF FUNDS

	At 1 April 2020 £	Charity Incoming Resources £	Resources Expended £	Charity Transfers and investment gains/(losses) £	At 31 March 2021 £
DESIGNATED FUNDS					
Accreditation Fund					
Project Drive	37,158	-	-	-	37,158
Fixed Assets	1,646	-	(822)	-	824
	<u>£ 38,804</u>	<u>£ Nil</u>	<u>£ (822)</u>	<u>£ Nil</u>	<u>£ 37,982</u>
RESTRICTED FUNDS					
Providing High quality support and training	-	206,076	(191,981)	-	14,095
Managing accreditation of DV programs	1,968	-	-	-	1,968
Developing & running DV services	13,886	1,967,735	(1,831,962)	-	149,659
Research & Public Affairs	651	42,651	(43,302)	-	-
	<u>£ 16,505</u>	<u>£ 2,216,462</u>	<u>£ (2,067,245)</u>	<u>£ Nil</u>	<u>£ 165,722</u>
SUMMARY OF FUNDS					
Designated Funds	38,804	-	(822)	-	37,982
General Funds	156,657	564,634	(256,807)	-	464,484
	195,461	564,634	(257,629)	-	502,466
Restricted Funds	16,505	2,216,462	(2,067,245)	-	165,722
	<u>£ 211,966</u>	<u>£ 2,781,096</u>	<u>£ (2,324,874)</u>	<u>£ Nil</u>	<u>£ 668,188</u>

The **Fixed Asset Fund** represents resources tied up in fixed assets. The fund balance carried forward is equal to the net book value of the fixed assets at the year end.

RESPECT PROJECT (KNOWN AS "RESPECT")

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

<i>Comparative statement of funds</i>	<i>Brought Forward</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers and investment gains/(losses)</i>	<i>At 31 March 2020</i>
	£	£	£	£	£
DESIGNATED FUNDS					
Accreditation Fund					
Project Drive	-	-	-	37,158	37,158
Fixed Assets	-	-	(822)	2,468	1,646
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ (822)</u>	<u>£ 39,626</u>	<u>£ 38,804</u>
RESTRICTED FUNDS					
Providing High quality support and training	-	113,420	(121,057)	7,637	-
Managing accreditation of DV programs	15,211	24,071	(37,314)	-	1,968
Developing & running DV services	18,066	1,176,260	(1,152,175)	(28,265)	13,886
Research & Public Affairs	-	20,833	(20,182)	-	651
	<u>£ 33,277</u>	<u>£ 1,334,584</u>	<u>£ (1,330,728)</u>	<u>£ (20,628)</u>	<u>£ 16,505</u>
SUMMARY OF FUNDS					
Designated Funds	-	-	(822)	39,626	38,804
General Funds	<u>201,383</u>	<u>253,059</u>	<u>(278,787)</u>	<u>(18,998)</u>	<u>156,657</u>
	201,383	253,059	(279,609)	20,628	195,461
Restricted Funds	<u>33,277</u>	<u>1,334,584</u>	<u>(1,330,728)</u>	<u>(20,628)</u>	<u>16,505</u>
	<u>£ 234,660</u>	<u>£ 1,587,643</u>	<u>£ (1,610,337)</u>	<u>£ Nil</u>	<u>£ 211,966</u>

Providing high quality support and training – this work includes our membership support and training offered as well as our sector support.

Managing accreditation of DA programs – conducting assessments of services against the Respect Standard and awarding Accreditation to those who pass.

Developing & delivering DA services – developing innovative solutions to responding to those who use abuse, incorporating cutting edge research and best practice from our membership.

Research & Public Affairs – participating in research partnerships, facilitating the link between research and practice, as well as bridging the gaps between research, practice and policy. Influencing local and national policy.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Tangible fixed assets	825	-	-	825
Net current assets	37,157	464,484	165,722	667,363
	<u>£ 37,982</u>	<u>£ 464,484</u>	<u>£ 165,722</u>	<u>£ 668,188</u>
<i>Comparative analysis of net assets between funds</i>				
	£	£	£	£
Tangible fixed assets	-	1,647	-	1,647
Net current assets	38,804	155,010	16,505	210,319
	<u>£ 38,804</u>	<u>£ 156,657</u>	<u>£ 16,505</u>	<u>£ 211,966</u>

16. OTHER FINANCIAL COMMITMENTS

	2021	2020
	£	£
At 31 March 2021 the Company had commitments under non-cancellable operating leases (all for land and buildings) as set out below:		
Operating leases which expire:		
within one year	<u>1,004</u>	<u>6,714</u>

17. PENSION COMMITMENTS

Pension costs in note 8 relate to payments made to a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The charitable company's liability is limited to making the payments due to the scheme on a timely basis. The liability at the 31 March 2021 is £395 (2020 : £941).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

18. Section 37 Disclosure

Under Section 37 of the Government and Housing Act, the Charity is required to report specifically on grants from Local Authorities:

	2021	2020
	£	£
London Councils: London Support	<u>£ 43,497</u>	<u>£ 43,497</u>

Funds received from London Councils were spent on salaries and running costs of the London Support project, for the purposes specified by the funders.

19. RELATED PARTIES

There were no related party transactions, other than those disclosed in note 7 and 8.

RESPECT PROJECT (KNOWN AS "RESPECT")**NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2021

20 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	<i>Unrestricted Funds 2020 £</i>	<i>Restricted Funds 2020 £</i>	<i>Total Funds 2020 £</i>
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	8,578	-	8,578
Charitable activities	244,441	1,334,584	1,579,025
Investments	40	-	40
TOTAL	253,059	1,334,584	1,587,643
EXPENDITURE ON:			
Raising funds			
Costs of generating voluntary income	27,107	-	27,107
Charitable activities	252,502	1,330,728	1,583,230
TOTAL EXPENDITURE	279,609	1,330,728	1,610,337
Net expenditure	(26,550)	3,856	(22,694)
Transfer between funds	20,628	(20,628)	-
NET MOVEMENT IN FUNDS	(5,922)	(16,772)	(22,694)
TOTAL FUNDS AT 31 MARCH 2019	201,383	33,277	234,660
TOTAL FUNDS AT 31 MARCH 2020	£ 195,461	£ 16,505	£ 211,966