

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**

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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**

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# **Respect Project**

## **Company Limited by Guarantee**

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

**Year ended 31 March 2025**

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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**

<b>Registered charity name</b>	Respect Project
<b>Charity registration number</b>	1141636 (England and Wales) SC051284 (Scotland)
<b>Company registration number</b>	07582438
<b>Principal office and registered office</b>	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**

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#### **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

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#### 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.
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# Respect Project

## Company Limited by Guarantee

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

Year ended 31 March 2025

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- **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).
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# Respect Project

## Company Limited by Guarantee

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

**Year ended 31 March 2025**

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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**

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#### 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**

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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**

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**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**

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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
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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**

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#### **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**

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#### **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**

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**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:

<b>Summary of Funds Held</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total £</b>
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**

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#### **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**

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##### **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**

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**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**

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#### **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**

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#### **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.

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## **Respect Project**

### **Company Limited by Guarantee**

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

**Year ended 31 March 2025**

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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**

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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				
<b>Income and endowments</b>					
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
<b>Total income</b>		<u>415,654</u>	<u>2,724,625</u>	<u>3,140,279</u>	<u>2,903,094</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	528,443	2,655,599	3,184,042	3,055,232
<b>Total expenditure</b>		<u>528,443</u>	<u>2,655,599</u>	<u>3,184,042</u>	<u>3,055,232</u>
<b>Net expenditure</b>		<u>(112,789)</u>	<u>69,026</u>	<u>(43,763)</u>	<u>(152,138)</u>
Transfers between funds		86,700	(86,700)	–	–
<b>Net movement in funds</b>		<u>(26,089)</u>	<u>(17,674)</u>	<u>(43,763)</u>	<u>(152,138)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		436,183	28,440	464,623	616,761
<b>Total funds carried forward</b>		<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 £
<b>Fixed assets</b>			
Tangible fixed assets	16	6,054	12,111
<b>Current assets</b>			
Debtors	17	635,354	877,302
Cash at bank and in hand		298,492	120,750
		<u>933,846</u>	<u>998,052</u>
<b>Creditors: amounts falling due within one year</b>	18	519,040	545,540
<b>Net current assets</b>		<u>414,806</u>	<u>452,512</u>
<b>Total assets less current liabilities</b>		<u>420,860</u>	<u>464,623</u>
<b>Net assets</b>		<u>420,860</u>	<u>464,623</u>
<b>Funds of the charity</b>			
Restricted funds		10,766	28,440
Unrestricted funds		410,094	436,183
<b>Total charity funds</b>	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 £
<b>Cash flows from operating activities</b>		
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>
<b>Net increase/(decrease) in cash and cash equivalents</b>	177,742	(339,060)
<b>Cash and cash equivalents at beginning of year</b>	<u>120,750</u>	<u>459,810</u>
<b>Cash and cash equivalents at end of year</b>	<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**

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**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**

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**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**

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**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**

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**5. Donations and legacies**

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
<b>Donations</b>				
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) Department of Justice Northern Ireland	186,401	—	32,026	218,427	—
Durham County Council (RYPS)	4,800	—	1,200	6,000	6,000
Home Office Kurt & Magda Stern (CfE)	—	—	—	—	31,977
London Councils via Refuge	409,167	—	30,797	439,964	376,137
London Councils via Women's Resource Centre - Ascent	10,474	—	2,195	12,669	—
Match Funding from Councils: London Safe and Together	9,894	—	1,429	11,323	11,323
Mayor and Burgesses of The London Borough of Waltham Forest - Home Office: Safe and Together	23,340	—	3,523	26,863	25,152
National Lottery Community Fund (MAC) Newcastle City Council (MAC)	204,322	—	35,807	240,129	175,150
Noel Buxton Trust (RYPS)	117,225	—	20,543	137,768	192,182
P&D Robinson Trust (RYPS)	243,882	253,230	49,718	546,830	544,018
Police and Crime Commissioner for Cambridgeshire and Peterborough (RYPS)	9,222	—	3,520	12,742	19,900
Police and Crime Commissioner for Durham (RYPS)	8,400	—	1,600	10,000	10,000
Police and Crime Commissioner for Norfolk (RYPS)	20,052	—	4,052	24,104	—
	3,864	—	736	4,600	24,100
	—	—	—	—	41,369
	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 £
<b>Grants to institutions</b>		
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
<b>Total grants</b>	<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 £
<b>Cost</b>				
<b>At 1 April 2024 and 31 March 2025</b>	<u>11,773</u>	<u>22,704</u>	<u>16,965</u>	<u>51,442</u>
<b>Depreciation</b>				
At 1 April 2024	11,773	16,712	10,846	39,331
Charge for the year	—	2,996	3,061	6,057
<b>At 31 March 2025</b>	<u>11,773</u>	<u>19,708</u>	<u>13,907</u>	<u>45,388</u>
<b>Carrying amount</b>				
<b>At 31 March 2025</b>	<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**

	<b>2025</b> £	<b>2024</b> £
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
<b>At 31 March 2025</b>	<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**

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**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
<b>Net assets</b>	<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
<b>Net assets</b>	<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**

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**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.